THE SURVEY

Vol. LXVII. No. 8 MIDMONTHLY January 15, 1932

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So They Say

WE are growing out of this worship of material things.—*Henry Ford.*

America is more bath-tub conscious than thought conscious.—*Fannie Hurst.*

Gandhi dares to apply the Sermon on the Mount in politics.—*Sherwood Eddy.*

It's the Lord's work, feeding people.—*Former-Governor Alfred E. Smith, New York.*

So much can be done by our young people today by just keeping cheerful.—*Mrs. Herbert Hoover.*

There is a great deal that the wealthy can learn from the poor.—*Mrs. August Belmont, New York.*

Unbelief has a strangle-hold upon the mothers of today.—*Bishop H. P. Almon Abbott, Lexington, Ky.*

Anything to prevent war must be done while we are at peace.—*Mrs. Franklin D. Roosevelt, New York.*

Taxes are the equivalent of what it costs the public to live decently in a modern city.—*C. A. Dykstra, city manager, Cincinnati.*

No one is so weary of unemployment as the unemployed.—*Harvey D. Gibson, chairman, Emergency Unemployment Relief Committee, New York.*

Being a good listener is one of the basic qualifications for social work.—*Clare M. Tousley, Charity Organization Society, New York.*

A breadline knee deep in wheat is obviously the handiwork of foolish men.—*James E. Crowther, president, Church Federation, St. Louis.*

In a country as rich as ours men have a moral right to something more than immunity from starvation.—*Rev. John A. Ryan, Washington.*

That's the trouble with this charity stuff. They always want to keep strings on you.—*New York park bencher to John A. Leary, Jr.*

There are few cruelties more subtle than that of the human adult in dire determination to educate its young.—*Anna Gillingham, Child Study Association, New York.*

The modern parent may easily devitalize his own ego so that the child has no backstop against which to hit his own ego.—*Dr. Marian Kenworthy, psychiatrist, New York.*

An offer of a cigarette or a cigar is often far more effective in getting information that we want than the use of the rubber hose.—*Police Sergeant Barney F. Verhuyen, St. Louis.*

A good chef is necessary. Without him a place loses its business quick. They would go over to the Salvation Army.—*Ambrose Mudla, chef, Municipal Lodging House, New York.*

There is no institution in this country now offering a gentleman's education except the women's colleges.—*Quoted by Kathryn McHale, president, American Association of University Women.*

I am sold on the community chest because it is the noblest gesture that humanity has yet made in recognition of the brotherhood of mankind, and that is the very soul and essence of religion.—*Dorothy Dix.*

If every employable person who wanted a job had one the total work for each would be thirty-five hours weekly. There's work enough for all on the basis of a five-day week, seven hours a day.—*William Green, president, American Federation of Labor.*

We would better see to it in America this winter that nobody starves. Patriotism will stand all strains short of starvation. . . . The war called out devotion but starvation does not call out devotion on the part of the starving.—*Rev. Harry Emerson Fosdick, New York.*

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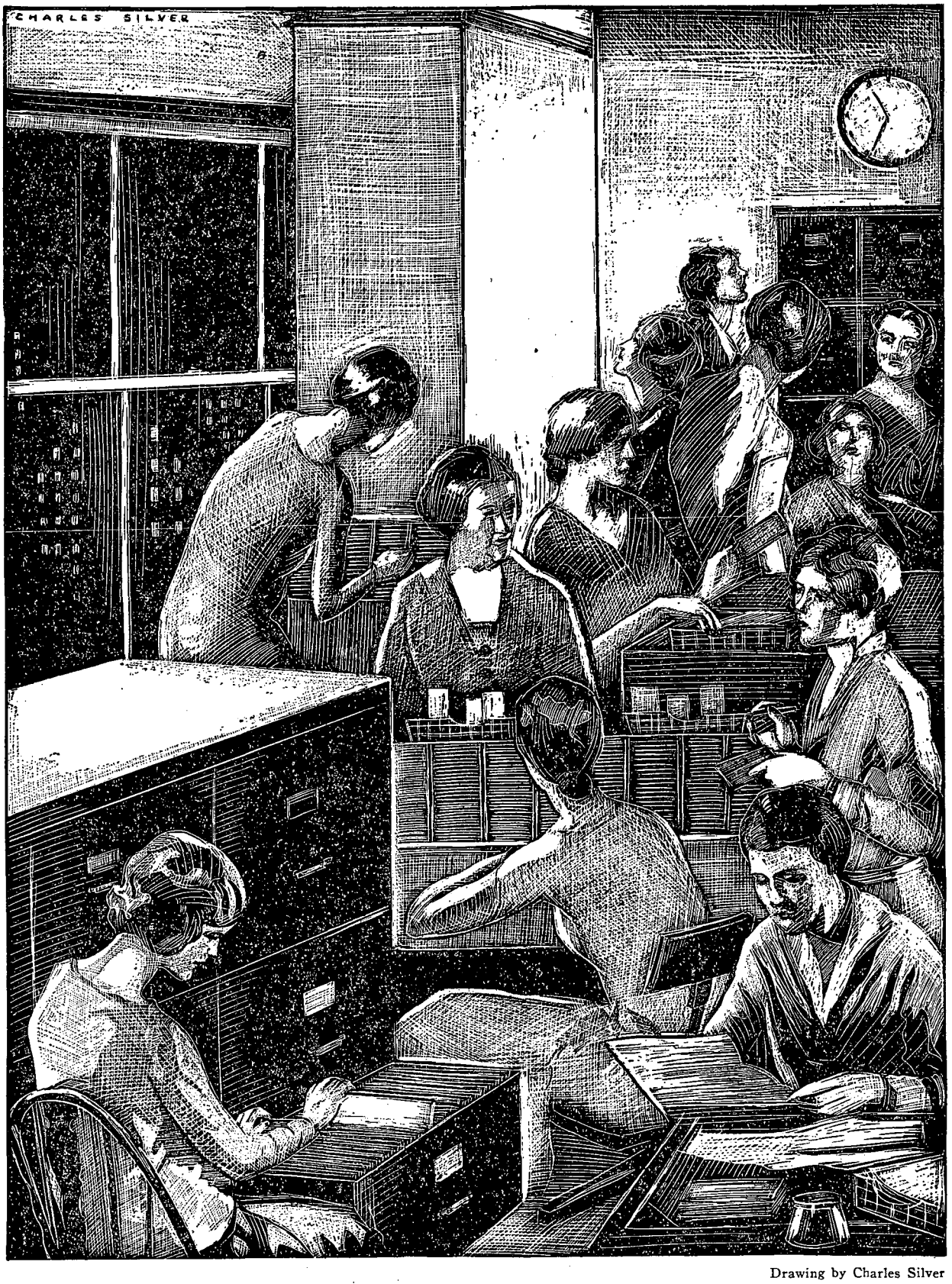

Drawing by Charles Silver

NIGHT SHIFT

These are dull times in most offices and shops but the Social Service Exchange of the Welfare Council is working from 8 A. M. *until* 11:30 P. M.—162 *employes in two shifts—in order to clear the names of applicants to the social agencies of New York. In November* 1930 *the Exchange cleared* 58,631 *names, in November* 1931, 129,793.

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THE SURVEY

January 15
1932

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No. 8

Blind Date

THE office of one of the western mental hygiene societies boasts a small lending library and a secretary who is called upon for anything and everything. At the fag end of day the telephone rang and a voice asked anxiously, "Has Thomas' Unadjusted Girl come in?" "No," answered the weary one. "Did you have an appointment to meet her here?"

A Place to Plan

MORE than 1,500,000 organized wage-earners must be facing into the new year with dismay as the result of the action taken by the nation's railroad presidents a few days before Christmas stepping up their demand for a wage cut from 10 to 15 per cent. At the meeting of the 1500 general chairmen of twenty-one standard railway unions in Chicago last month it was voted to appoint a committee "empowered to negotiate to a conclusion the pending issues concerning unemployment and wages with a duly authorized committee of the railway managements." The action of the unions came as a surprise following the earlier conference with the eastern railway presidents in New York, at which the union program for meeting the current emergency was rejected by management, and a counter proposal for a 10 per cent cut, referred to by the workers' representatives as "a dole for idle capital," was put forward as the employers' program (see The Survey, December 15, page 293). It was in response to the invitation from the Chicago meeting to form a joint committee to short-cut the tedious procedure of the Railway Labor Act that the railroad heads increased their demand for a wage cut from 10 to 15 per cent. The increase represents a saving to the roads of $100,000,000 annually over the $200,000,000 that would be lopped off the present payrolls by the original proposal. About 750,000 railway workers have joined the ranks of the unemployed in the last two years.

To the outsider, the possibility of large scale experiment with economic planning is pressed home by the new turn events have taken. Here is a basic industry in which both labor and management are thoroughly organized and which is carried on under regulation by a federal commission. The industry faces a serious situation only in part the result of the depression. The factors which have been put forward by industrial leaders as essential to economic planning from within the industry—the only type of economic planning with which they hold—are present. Today, both labor and management are, apparently, facing the immediate emergency as well as the long-range situation only in terms of the prerogatives each stands to lose by virtue of any change in the existing set-up. And yet here, if anywhere in the American scene, there seems to be opportunity for nation-wide economic planning for an industry as a whole which would underscore the ability of industry to take the lead in this new field and the advantages of allowing it to do so.

Holding Off the Wolf

BY TUGGING at its own bootstraps the suburban village of Rockville Center, N. Y., has saved itself from the community calamity of wholesale mortgage foreclosures on its white-collar homes. When a committee undertook to raise a work-relief fund in the village it brought to light a situation among small home-owners which few had suspected. White-collar men, long unemployed, swamped with unpaid taxes and interest, were about to lose their hard-won equities. Community interest dictated that these investments should be saved. Neighborliness too had its obligations. Work-relief was needed, yes, but even more was needed some measure to lift the burden of despair from the families whose homes, representing all that was left of their savings, were slipping away.

Under the doughty leadership of Robert K. Atkinson, Rockville Center resident, New York social worker, a hundred substantial citizens were mobilized as the Rockville Center Welfare Corporation, each man underwriting $100 of a financial program worked out by local bankers. A citizen, requiring a loan to carry his house but without acceptable collateral, applies in the usual way to the bank which, satisfied of his character, passes his application to the loan committee of the Corporation. If the necessary investigation is satisfactory this committee recommends the loan and supports it with a cash deposit covering the amount of the note. This deposit is held by the bank until the note is paid. The loans, made at current bank rates, are small, perhaps a year's taxes or the current mortgage interest. The Corporation estimates that it will need to operate for about three years and that each subscriber will probably receive back some 75 per cent of his hundred-dollar advance.

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Humanitarian motives are not lacking in this adventure in neighborly finance but the whole transaction follows business principles and is designed to conserve property values in the community. It has attracted so much attention in other over-mortgaged Long Island villages that Mr. Atkinson and his associates are kept busy explaining how they did it.

Home for the Holidays

THE proof of the pudding at the Riverside State Reformatory for Women in Vermont comes unfailingly every holiday season when former inmates come back for the Christmas party, some bringing their youngsters with them. These, mind you, are women who have been convicted of all sorts of crimes running up to major felonies. In common parlance they are discharged or paroled convicts. Lena C. Ross, the superintendent, always speaks of them as "graduates." To Vermont in general and Rutland in particular they are known as "Miss Ross' Girls," the title under which they were so revealingly introduced to Survey readers by Dorothy Canfield and Sarah N. Cleghorn in the Graphic for August 1931. The girls who are still in the unbarred institution are the hostesses at the Christmas party; they cook the dinner and trim the tree. There have been as many as seventy kids at a Riverside party, children of inmates and of graduates and others chosen by the captain of the Salvation Army from families in the neighborhood. The girls help buy presents for the boys and dress dolls for the little girls. Invariably there are among them children who are living in the institution, for some mothers come to serve their terms bringing small sons and daughters who have no other place to go, and some are born there. Miss Ross takes them into her own home "for the present," which accounts for the snapshots seen now and then showing her with youngsters of assorted sizes and a dog or two and usually labeled, "Miss Ross and her family." Miss Ross believes that no child should be sent to a poorhouse, which is the unfortunate alternative in Vermont, and that no woman should be discharged until a steady job has been found for her. She is engaged, this holiday season, in organizing an auxiliary which shall do just these things and help to keep a friendly hand at the elbows of women who have served their terms, who literally have been made over physically and spiritually at Riverside, and who too often thereafter are plunged into a suspicious if not actively hostile world which knows not Lena Ross and her regenerative ways. This takes some money, although a little goes a long way in her thrifty Yankee hands. In case you do not know, she is Lena C. Ross, Rutland, Vt.

Massachusetts' Good Luck

THE light of Miriam Van Waters will presently shine from a new watch-tower. After a year spent in tying up the threads of various research projects which have recently engaged her attention Dr. Van Waters, juvenile-court referee, author, former president of the National Conference of Social Work, has accepted the appointment of superintendent of the Reformatory for Women at Sherborn, Mass., succeeding the late Jessie D. Hodder. Friends of the institution greet the appointment with unmixed satisfaction seeing in it the assurance that the work begun by Mrs. Hodder will go forward with fresh driving power. Some of Dr. Van Waters' friends are less pleased, fearing that this appointment will have the effect of putting her light under the bushel of institutionalism. In this fear The Survey does not share. The intelligence, the clear cool thinking, the fusion of idealism, practicality and courage that have distinguished her since the beginning of her career will not be obscured by this new setting.

This is not Dr. Van Waters' first flight in the institutional field. In 1917 as superintendent of the Juvenile Court Detention Home of Los Angeles she created out of most unlikely material an institution which put her theories into practice and shed new understanding on the problems of youth. It was during her years as referee of the Los Angeles Juvenile Court that she produced the volume, Youth in Conflict, that lifted social work writing into the class of best sellers. Her second book, Parents on Probation, had almost equal success. Chapters from both books were first published in The Survey, which counts the author as one of its valued contributors.

In 1926 Dr. Van Waters took time out from court duties to organize the juvenile delinquency section of the Harvard Law School Crime Survey. When the National Law Enforcement Commission was formed she was called in as consultant with duties which absorbed more and more of her time. Her contribution to the Commission's report, Report No. 6, The Child Offender in the Federal System of Justice, is an impressive social document.

Dr. Van Waters is still young, her powers are still on a rising curve. Massachusetts is lucky to have gained her.

Uncle Sam Gets His Money's Worth

IT IS HARD to believe that any branch of Uncle Sam's budget shows a larger and more profitable return than he gets from the relative bagatelle he gives to the federal Childen's Bureau. In a report just issued covering the fiscal year ending last June, the chief of the Bureau, Grace Abbott, shows what $368,000 plus brains, experience and devotion has done. Nothing which touches children is alien to the aims of the Bureau. Its research has included studies in child health, child labor, recreation, dependency and delinquency; its publications, both scientific and popular material; its compilations, federal and state legislation relating to child welfare, and statistics by the yard to gauge whether the year brings gain or loss for the human crop of the United States.

Spectacular gains were recorded in a statement on infant mortality made public by the Bureau a few weeks ago in which the deathrate of babies in 1915 for the states which kept records was contrasted with the provisional figures for 1930 in the Registration Area. Though the 1930 infant deathrate of the United States was nearly twice that of New Zealand, the world's champion baby-conserver, it was only two thirds of what we had in 1915. Of each 1000 infants in 1930 some 36 survived who would have died if the 1915 rate had continued in force.

Despite this progress however, the new annual report of the Bureau finds that in many parts of the country and especially in mining and other single-industry communities, the current depression now is bringing not only temporary deprivation but permanent injury to children. Their plight is quite beyond the aid of local resources. In times like these

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there is a special need for a central lighthouse, so to speak, to show where the need is greatest and serve as a beacon to point out the experiences and discoveries of others. National and local agencies rely on the Children's Bureau for such a service. The expansion of its resources for which Miss Abbott asks, especially for work involving cooperation with these agencies and for local consultation, is a modest request based on the Bureau's demonstration of past services and present needs.

The Nurses Tackle Their Chaos

"THOSE who say a thing cannot be done are liable to be interrupted by someone else who is doing it," Anne L. Hansen reminded her audience at the recent meeting of the New York State Nurses' Association. The "it" to which Mrs. Hansen referred specifically was the report of the National Committee on Distribution of Nursing Service, of which she is chairman. That committee, representing the National League of Nursing Education, the American Nurses' Association, and the National Organization of Public Health Nursing, is working to "reconcile the needs of nurses and patients in accordance with the pocketbooks of both." To this end it recommends that a larger number of graduate nurses be employed in hospitals, hoping that such a change would result in the closing of some nursing schools and the limitation of others; that nurses be employed under organizations, especially in rural communities; that every community have a well-organized service for appointment or hourly nursing; and that the councils on nursing in each community take initiative as the controlling and guiding power. The work of this joint committee, like the continuing study of the Committee on the Grading of Nursing Schools (see p. 429) is a mark of the remarkable foresight and acumen with which the nursing profession has been tackling what Mrs. Hansen calls its chaos. Both the method of the approach, the perseverance, and the cooperation of the nursing groups toward a common end gives ground for prediction that the profession itself will interrupt the stand-patters who have said one couldn't find a way to reconcile the pocketbooks of nurses, patients and communities.

Getting Together

A NEW alignment in the industrial field—labor and capital in a joint attack on the open shops—is developing among full-fashioned hosiery workers and their employers. Under the scheme the two groups are trying to force complete unionization of the $300,000,000 industry, according to John W. Edelman, research director for the union, and labor seeks for its employers exemption from certain phases of the anti-trust law. The Holeproof and Phoenix mills in Milwaukee, it is announced, have already joined the plan, and in two months unionization of the 300 plants operated by these companies has increased from 30 to 45 per cent. At the same time practically all the mills have gone on full-time operation, though many of them had been using only 20 per cent of their production capacity. Mr. Edelman points out that the principal argument for unionization under the plan is control of production by labor to keep supply within the market demand by limiting hours of work. "Manufacturers cannot agree to limit production and fix prices, as the federal laws forbid, but the anti-trust laws do not apply to the limitation of hours of and by labor," he states. It is held that if the plan succeeds in driving nonunion competitors either into the union or out of the market, the organization will be strong enough to control production and prices through controlling output by legal means. This would mean that this "luxury enterprise" which suffered over-inflation during the boom and violent deflation with the depression (see The Survey, October 15, 1930, page 71) would be on a basis to assure an even flow of work, with steady employment and wages for employes and steady earnings for management.

The General Education Board

WITH a few important exceptions, as in some of the grants of the Commonwealth Fund and the Rockefeller Foundation, relatively little of the wealth of the great foundations has been available for research or application of the findings of science in the field of one of man's most recent interests—the working of his own mind. There is, therefore, special occasion to hope that the recent appointment of Lawrence K. Frank as associate director of education of the General Education Board implies an interest of that important body in mental hygiene. During his service with the Laura Spelman Rockefeller Memorial, Mr. Frank helped instigate pioneer studies of child development. He has been especially interested in keeping a close working relationship between the movement for parent-education and the scientific work of the universities and other professional groups. For more than a quarter century the General Education Board has been concerned with the endowment of colleges, the increasing of teachers' salaries, the improvement of medical education in the United States and of Negro education in the South. Its achievements in these fields warrant a lively optimism that it is considering also the approach toward education in which Mr. Frank has distinguished himself.

One Third for Relief

NEWSPAPER headlines hailed the success of the community-chest drives as a $67,000,000 poultice for emergency unemployment relief. Gently but firmly Allen T. Burns, director of the Association of Community Chests and Councils, deflated the optimists who thought that now the relief job was over and done with, by pointing out that of the sum raised exactly 35.6 per cent would be used for relief, the rest being dedicated to other social purposes. The final count in 206 community chest cities puts the total raised at $67,865,000. In the 195 cities for which comparable data exist this is 14.2 per cent more than was raised last year.

The School Holds the Bag

HOME and church have stepped from under their educational responsibilities, leaving the school to struggle with their functions as well as its own, and current trends in philosophy and psychology are weakening the effectiveness of the schools themselves. Thus Nicholas Murray Butler, in his annual report as president of Columbia University, in which he deplores our growing "carelessness and inconsiderateness in dress, in speech and in personal habits." President Butler does not confine his criticism to youth. Not only by neglecting the educational duties of the home,

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but by example, he holds modern elders to blame for regrettable traits in the oncoming generation.

Concern for standards of immediate personal convenience and desires have combined to undermine that very desirable respect for age, for accomplishment, for excellence and for high standards which have long marked and should always mark the cultivated gentleman.

The causes behind the fact that "distinction and correctness of speech, of appearance and of manner are no longer esteemed as once they were," President Butler finds difficult to define. He blames in part "the anti-philosophies and pseudo-psychologies which are so widely diffused just now and which are having such deplorable effects upon the instruction offered and training given, particularly in the elementary and secondary schools." But President Butler feels that the real reason for the present failure of our educational system to turn out educated men and women is not so much the failure of the schools to do their job well as their inability to do the job of home and church also.

Deductible

AS things stand, individual contributions to community chest campaigns or to other charitable or educational organizations can list their gifts among the exemptions of the federal income tax. But that is not the case of contributions made for the same purpose by the business corporations from which they draw their incomes. There has been a movement to get national corporations which have plants in outlying towns, chain-store organizations and the like to rise to their local community responsibilities and contribute more generously to the chests. With the relief funds of the last two years, due to unemployment, this responsibility has been if anything more direct than heretofore, and Secretary Mellon has recommended an amendment to the income-tax law that would make such corporation contributions deductible. Senator Wagner has introduced a bill that would go further. If corporate contributions to an unemployment relief fund are to be made deductible, why not premiums paid by employing corporations toward voluntary schemes of unemployment reserves in their own plants? The bill would enable the employing corporation to charge the premiums off as operating costs, saving the present profits tax on them of 12 per cent. It goes further, and as an encouragement to state compulsory unemployment insurance systems it would double the exemption to employers making payment under them, if and when adopted. The plan was put before the Senate committee investigating unemployment insurance by Dr. Isador Lubin of the Brookings Institution.

THREE generations they say from shirt-sleeves to shirt-sleeves. In Milwaukee three grandchildren of Solomon Juneau, founder and first mayor of the city, have gone on the rolls for old-age relief, All past seventy, they offered twenty long defaulted railroad bonds as their only property.

MARRIAGE clinic, case-work or nightstick—whatever the instrument, home life in Peabody, Mass., must and shall be preserved, says its chief of police, Edward Pierce. "Take up their quarrels in a peaceable way," says Chief Pierce to his subordinates, "Make peace, not arrests. Prevent divorce cases. Let's keep our good old Peabody families together. I want all my officers to act as peacemakers when they are called in by some excited wife with orders to 'fire him out' or 'arrest him.' Study the case, men, talk to both parties, make them forgive and forget."

BECAUSE he believes that his prisoners need a "mental tonic and a stimulus to better living," Richard C. Patterson, New York's commissioner of correction, is providing lectures for them by exponents of the free, wild life, among them Roy Chapman Andrews, Asiatic explorer, Count von Luckner, estwhile sea-raider, and Raymond L. Ditmars, snake expert of the Zoo.

THERE'S no end to the wonders of science. Statistics show, Dr. Alfred Lotka recently told the Washington Academy of Sciences, that a newborn boy has one chance in 10,000 of eventually marrying and having eighteen children. There are five chances in 10,000 that he will have ten sons.

"SEPARATIONS" they call it in the automobile industry, but by whatever euphemism the fact remains that in October 1931, 20.61 per cent of the workers lost their jobs. Lay-offs accounted for 19.47 per cent, discharges for .29 per cent and quitting for .85 per cent.

NEW YORK City's Noise Abatement Commission has been requested to rush all available information on noise abatement to Dairen City, South Manchuria. To abate the noise of Japanese cannon?

PHILANTHROPY, says The Christian Science Monitor, quoting Prof. Arthur J. Todd of Northwestern University, has reached such proportions that it now stands eighth in the list of the ten great American industries. Which seems just at this time to be nothing to brag about.

FIVE years after the enactment of New York's drastic Baumes Laws, legislative crime-curbers extraordinary, Sing Sing Prison reports a 26 per cent increase in new prisoners. "In case anyone should ask," says Warden Lewis E. Lawes, "I told you so."

LIFE is full of puzzles for children of the modern age. Albert Edward Wiggam tells of a ten-year-old boy who, seeing a horse and buggy ambling down the street, asked his father, "Dad, when you want to make a horse go slower how do you put him in low?" It was the young daughter of a radio announcer who, called on to say grace at a family dinner, bowed her head and said in loud clear tones, "This food comes to us through the courtesy of God Almighty."

"UNRESTRICTED intoxication through ecstatic fullness of living; a prohibitively high tariff wall against worry." The Survey commends to its readers this mental hygiene program for 1932 offered by Dr. Clarence M. Hincks, medical director of the National Committee on Mental Hygiene.

"DEAR teacher," wrote an indignant mother, "you must not whack my Tommy. He is a delicate child and isn't used to it. We never hit him at home except in self-defense."

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The Lever of State Relief

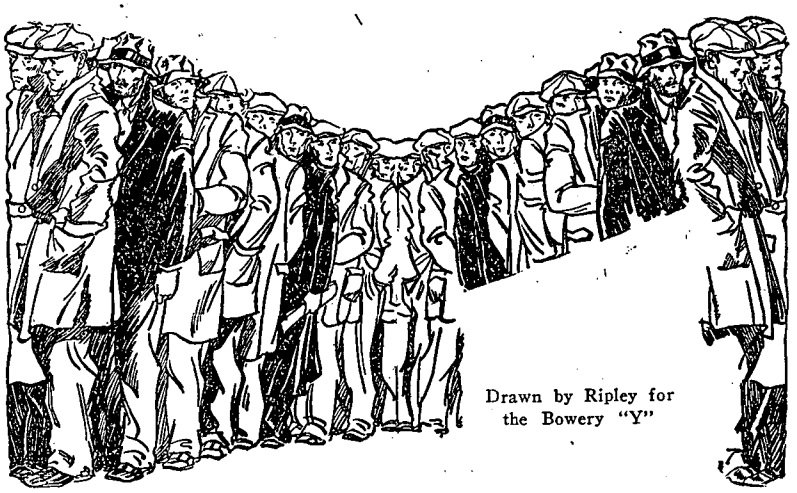
How New York State Hoisted Standards of Practice, Personnel and Adequacy

By GERTRUDE SPRINGER

MOULDY old traditions of local public-welfare administration have gone overboard in one full swoop in the state of New York. Authority, intelligence and cold cash are working a revolution. The State Temporary Relief Administration, endowed by law with extraordinary authority, headed by competent men with no political stake, equipped with persuasive influence to the tune of twenty million dollars, is responsible.

The purpose of this body is expressed in the words of the law that created it: "... to relieve the people of the state from the hardships and suffering caused by unemployment. ..." That purpose is being served, have no doubt of it. What is turning old traditions upside down are the by-products—the loosening of tight if not frozen community resources, the stepping-up of standards of relief and of public-welfare administration and the acceptance of the leadership of the professional social worker.

New York claims no distinction for its concern over the welfare of its people plunged into distress by long continued unemployment. It does claim such honor as goes to the first state to translate that concern into swift action. Acting on common knowledge of the increasing seriousness of the situation, supported by a survey of conditions in fifty-nine cities made in midsummer by the State Charities Aid Association, Governor Roosevelt called an extra session of the legislature in late August. With a minimum of political log-rolling the Wicks bill became a law on September 23. This law sets up the machinery which is now making social history. It establishes a temporary emergency relief administration of three persons appointed by the governor and appropriates $20,000,000 to its purposes. It raises this sum by a flat 50 per cent increase in all income taxes to be paid in 1932. The law endows this body with the power of subpoena, with authority to make its own rules which shall have the force and effect of law, and suspends during the emergency period, November 1 to June 1, any local laws or ordinances inconsistent with its provisions.



Drawn by Ripley for the Bowery "Y"

First of all the law directed the Administration to discover by quick study the extent of need due to unemployment, the extent and nature of public works which may be undertaken and the amount of resources available from public appropriations or private contributions. It recognized cities and counties as public-welfare districts and provided for two forms of activity in those districts: home relief, for which the state will reimburse the districts up to 40 per cent of their expenditures; and work relief, for which the Administration may or may not require matching of funds. Home relief is administered through existing public-welfare officers; work relief through local commissions appointed by mayors or county governing boards. The catch in the law, not visible at first to local officials, lies in the power of the Administration to use its twenty millions as a golden lever to pry every available dollar out of local resources. In practice appropriations from that twenty millions have loosened up local appropriations quite beyond anything hitherto contemplated by many a tight-fisted city father.

Even a cursory reading of the law indicates that its effectiveness must rest on the quality of its administering body. For the "Big Three," as they quickly came to be called, the governor chose Jesse Isidor Straus, New York merchant; Philip J. Wickser, Buffalo attorney, and John Sullivan, president of the State Federation of Labor. All three are equipped with common sense, a social conscience and adamantine integrity. All three stepped out of their private affairs and into the state service as an overtime job.

BY November 1 the Administration had assembled an executive staff and was ready for business. Its first appointments indicated its realization that this was no job for amateurs. For executive director it drafted from the New York Tuberculosis and Health Association Harry L. Hopkins, seasoned organizer and relief worker, and for his assistant, Douglas P. Falconer from the Erie County Children's Aid Society. It divided the state into two field districts and appointed Emma O. Lundberg and E. Frances O'Neill to supervise them. It took Lillian A. Quinn from the Joint Vocational Service to beg, borrow or steal qualified personnel. It impressed into its service, Eugene P. Patton, director of statistics of the State Department of Labor. It put under way, through welfare, tax, public-health and public-works departments and through community chests and private social agencies, its inquiry into local needs and resources, and finally and perhaps most importantly, it formulated in two pamphlets its rules governing both home and work relief.

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Here if you please are social documents. In these two slender pamphlets are enunciated the principles that give this whole undertaking its present drive and its long-time significance. These rules, remember, have the force and effect of law. Their application constitutes a six-months demonstration in modern social-welfare administration which will influence developments in the future. For instance, they require that relief be adequate—mark that word well—based on the budgeting of family income and family need; they require investigation of applications and specify minimums of investigation; they define maximum case-loads and the qualifications of the required "trained and experienced supervisors"; they require the use of a local social-service index, to be created if none already exists; and finally they require adequate quarters, properly heated, lighted and ventilated for public-welfare offices. That last requirement has turned back to the mice and the spiders many a dreary, dark city-hall basement where from time immemorial the "charities" have been shunted.

The price of failure to comply with these rules? No state money, that's all. And it is a rare public official who can withstand the community pressure which a slice of twenty million dollars generates.

The rules governing work relief are equally significant. Sufficient work must be allotted at the going local wage to bring family income up to a minimum of family need. When work projects are approved by the administration it will reimburse the local work bureau for the wage bill, all or in part as agreed upon. Here again minimum investigation and budgetary standards are defined and expert social supervision required.

This then was the plan offered by the Administration to the sixty cities and sixty-two counties of the state for their participation. Dazzled by twenty million dollars, city and county authorities with few exceptions hastened to make application. And then and there the light broke that this much heralded state action was not a measure of fiscal relief at all but of social relief, and that self-help had to figure. Local officials, to get the help the state offered, had to present an estimate of need, a statement of resources and definite evidence of community willingness to produce local funds, either public or private. Many of the officials went back home to think it over.

Kirby in The New York World, 1929

And this is the third winter!

Here they were met by aroused public opinion. The whole project had stirred the minds of thoughtful citizens. The situation had ceased to be a matter of the chronic town poor about which no one had ever seemed to care very much. The spotlight was turned on the whole community need. Back went the officials to put their cards on the table. They had to admit unemployment conditions to which some of them had too long shut their eyes; they had to list every hoarding of the local public treasury, every margin of borrowing power; they had to guarantee citizen cooperation and they had to agree to the Administration's rules and regulations.

That they accepted these terms, that they have with few exceptions sincerely tried to meet them is to the credit of a group of officials who had been facing a situation fairly without precedent and one which had bewildered many of them as to what could be done about it.

IT is that bewilderment that has given the trained social worker an authoritative status in the situation. The average upstate welfare official is still a "poor officer." The provisions of the Public Welfare Law passed in 1929 have scarcely reached him. He is often enough "past seventy and set in his ways." For years he has parsimoniously doled out a couple of dollars worth of groceries this week and a bushel or two of coal next. And if a family had six or seven barefooted children it was their hard luck.

Then came the winter of 1930-31. New faces crowded his dingy, cluttered office. Pinch as he would, the money allotted to him would not go round. He was pretty well scared by spring, and pretty apprehensive. And his worst dreams came true. The crowd was now a horde, an insistent because a hungry horde. "They used to ask me polite-like. Now they holler for more." As fall deepened into winter the situation became too much for him. Help he had to have, and help he has willingly accepted. Of course there have been a few die-hards. "I don't need a social worker. Give me an adding-machine and a clerk and I'll do the job." "Social worker? Ain't I got one? My daughter's been doin' social work for the Democratic Party for thirty years."

The big cities, New York, Buffalo, Rochester, Syracuse and others, were a different story. Here were well organized departments of public welfare, strong private social agencies, enlightened and active citizens' committees functioning together. Theirs was a problem of funds to meet rising needs, not of organizations and standards. Here again that fabulous twenty millions supplied the leverage that has released appropriations larger than anyone would have dared talk about last year. No fair-minded person claims that even these are adequate to meet the whole distressing situation in these centers of industrial depression but at any rate they are considerably larger than they would have been without the stimulus of the state.

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The small cities and villages are reaping the true harvest of the state's participation in this winter's relief situation. Here state aid is not only bringing out almost unsuspected resources both of money and initiative, but where no resources exist it is, under the flexible provisions of the law, stepping in and giving help where help is most needed. In every case it is making its assistance the occasion of a demonstration of the usefulness of trained, competent personnel.

One of the pressing problems of the Administration is to find enough trained workers to meet the insistent demand. It has drained the Joint Vocational Bureau, has made heavy drafts on the various schools of social work and has borrowed right and left from private agencies. These workers are in some cases assigned to districts with perhaps several city or county set-ups under their supervision. Others go to backward communities to work tactfully and patiently till organization is set going and the long weary lines of applicants are dealt with decently, according to their need.

Cesare in The Outlook

"Where there is no vision the people perish"

Investigation, adequacy of budget and the social-service index are the three requirements that have the terror of the unknown to the old-line poor officer. "Investigate? Why I went to school with that feller. He was always wuthless. I've been buyin' him his groceries for ten years." "Index? Say young lady, my head's a good enough index for what's goin' on around here." "Food budget? What's that? Huh! Say those kids don't know the taste of butter. Margerine's what they're used to, and lucky to get it. Listen young lady, if I bought shoes for Tony Smith's kids what would the county commissioners say to me? It ain't my fault if the quarry shut down last year an' Tony ain't had a job since. What's this? What's this? The county pay for a *broom* for Mrs. Kuminsky? My God, what are we comin' to!"

Patiently the worker explains the state's concept of adequacy. Steadily she labors to make it clear that when the law says "relief in the home" it means exactly that. Painfully she struggles to demonstrate the uses and the ultimate economies of home visits and simple records and to root out the old hard-boiled practices that have made an application for public assistance an ordeal that the sensitive would rather die than face.

To the everlasting credit of all concerned she is making progress. "Old Mr. So-and-So sat up until two o'clock last night making out his report. He knows what it's all about now and is very proud of himself." "After the way the index worked on the Jones case last week Mr. Tel-Tel is completely sold. He can hardly let it alone." "Mr. Whoosis gave milk orders today without a quiver and for the first time in years let people pick their own groceries."

Side by side with the general pushing up of standards has come a mobilizing of community energy for the organization of work relief. In general, communities are less averse to increased appropriations for work projects than for home relief. This is particularly true in small cities with community chests. The success of the chest campaign has been a blinder on the town's awareness of need. "Now that's all attended to," says Mr. Citizen, shutting his eyes to the fact that of the whole fund only a fraction may have been earmarked for family relief.

But work relief is something else. It strikes the imagination of the business man, rallies civic spirit and stimulates citizen participation in organization and operation. The Administration scrutinizes closely any work project submitted to it. It demands careful labor estimates; it insists on a salting of white-collar folk in clerical and other appropriate positions; it forbids discrimination on account of race, color, non-citizenship or political connections; and before it dips into its own pocket to support the project it makes sure that the city or county has dug into its own.

THE local digging process is often complicated by virulent local politics and by the fact that the Administration does not deal directly with town poor officers of whom there are a multitude. The Administration deals officially only with city and county governing bodies but its representatives in the country districts must work with town poor officers if they are to get the job done. Typical of this situation is Nassau County, on Long Island, where Edward T. Devine is exercising his ripe experience in emergency relief. The county is equipped to handle its own home relief, but it sought leadership in organizing work relief for its masses of unemployed, many of them white-collar folk. In the county were two cities and three big

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towns, each with its own officers, each with a different problem. How Dr. Devine reconciled all the elements, and got large work projects quickly under way is a story that The Survey hopes to tell its readers in a later issue.

But there are some places so flat broke that no amount of digging is of any avail, communities that have suffered a slow decline with a final collapse of available funds in the last two years. Then the Administration forgets the matching principle and puts its cash and authority behind the efforts of the community to save itself. Such a situation existed in Cohoes, a textile city of 23,300 people whose mills had so staggered work that pay envelopes almost vanished for those who lived in company houses. Sometimes there was left only a dollar and a half, a dollar, even as little as thirty-five cents. The city had exceeded its borrowing limit by $730,000. No further borrowing, bond issue or what not, was possible. Yet every week more and more people joined the pitiable ranks of the destitute. There was little congestion at the public-welfare office. Everyone knew that that distracted official had no money. The best the poor man could do was to hand out an occasional food order for $1.50 to the most desperate cases.

When the Administration went into action in November Cohoes had only $637.37 in its home-relief fund, $172.85 in veterans' relief and $7.50 in its hospital fund. And the out-of-work people who had lived long enough on dried beans and water were growing articulate. On November 14 an unemployed man, despairing at the plight of his wife and three children, killed himself. Public excitement flared up. Public activity was energized. Cohoes was one of the first cities in the state to apply to the Administration for assistance. It had little to offer to match funds, but there was no doubt of its intention to do the best it could.

The need for relief was urgent. The Administration made an immediate grant of $10,000 and jumped one of its best workers to Cohoes to get behind the dazed welfare officer in getting food to the people quickly and efficiently. The mayor had reappointed last year's work-relief commission, which was already registering men. The Administration promptly made it a direct grant of $15,000 to get going. Meantime the city fathers had reexplored their treasury and found a loose $38,000 which could be used only for improvements of the water system. It was the only surplus fund the city possessed. Much of this had to go for materials, but the Administration agreed to match funds for wages, raised publicly or privately, up to $40,000. The waterworks job with 350 men on the payroll was under way before the end of November.

Cohoes has got on its feet now. Citizens are raising a private fund of $30,000. More work projects are in sight. Every day a few more men go on the job at $12 or $14 a week. Hope has returned and with it energy. Expenditures for home relief have increased about 50 per cent. The unemployed in Cohoes are no longer subsisting on beans.

THE rural sections of the state are not suffering acutely, the Administration's field workers report. Of course there is no money but at least there is something to eat. Most hard hit, they say, are the towns that lived on a single industry which has now dropped out from under. Granville for instance, its 5800 people dependent on the slate quarry which normally employs a thousand men and today employs 125; or Albion with 1550 people and an industry normally employing 135 now reduced to 15. In places like this work projects are limited. Home relief must bear the brunt.

More tragic still is the plight, brought to light by the state's circuit riders of relief, of isolated industrial villages where economic life has literally come to a standstill. For instance in Sullivan County, where the Catskills begin, are six dreary little settlements stretching along the east branch of the Delaware River. Buried in the hills, the people had lived by work in the acid plants. Wages have always been low, living conditions bad. The company through its commissary and its ownership of the wretched little houses under the lee of the plants, has always had first go at the pay envelopes. Very little money changed hands. Four years ago "the works" began slowing down. More than a year ago they quit entirely. They will probably never reopen.

TO count the unemployed in these villages you must count every able bodied adult among the five or six hundred people. They have no resources, no leadership, no vitality. Last summer men, women and children went into the woods to pick ferns for the New York flower market at fifty cents a thousand. Even the nimblest fingers cannot earn a winter's keep at that rate and the winters in Sullivan County are long and cold. A little aid trickles in from the town welfare department, but the rest of the county is prosperous and the county officials are reluctant to risk increasing expenditures for people so far removed from the experience of their influential constituents. A work bureau is not feasible and the Administration can put in relief and skilled service only if the county officials request it. Yet someway these villages, only 160 miles from the gleaming tower of the Empire State Building, are keeping alive. No one has starved to death—yet. What will become of them no one knows. They need a good deal more than food and fuel and clothing. The state has brought their situation into the light. It cannot stop with that.

The Administration is asking no kudos for itself. Its complicated job is far from over. It has had and will continue to have its ups and downs, its missteps, obstacles and surprising achievements. It is still anybody's guess how much, in the long run, it will have succeeded in stimulating local appropriations, but it seems fair to believe that it will bring out at least three times twenty millions in funds which but for state incentive would not have been forthcoming to meet this winter's need. It is stimulating understanding of modern social-work methods so that when it packs up its bag and goes home something of what it has done will carry on.

"In these six months," says Emma O. Lundberg, "the progress of social-welfare administration in New York State is being put forward fifteen years." It is putting responsibility squarely on the trained social worker. "Social workers are at the bat," says Harry L. Hopkins. "They are figuring in the whole situation as technicians and as leaders. It is an important test of our claims to expertness and of what we stand for in conserving standards of living."

But if anyone thinks that it is a simple task to use twenty million dollars quickly, equitably and efficiently ". . . to relieve the people of the state from the hardships and suffering caused by unemployment . . ." let him look into the hard-driven faces of Messrs. Straus, Wickser and Sullivan and he will know better.

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The President's Housing Conference

By LOULA D. LASKER

IF you don't believe in fairies, can you see any way by which the eighteen fundamentals of good housing as outlined below by Secretary of the Interior Wilbur as the findings of the President's Conference on Home Building and Home Ownership can be achieved? If you had been one of the three thousand delegates who gathered in Washington, December 2-5, you would have been told that none of the objectives is impossible. BUT—spell this with three capitals—the consensus of opinion was that the ground-work of such a program has scarcely been laid. And after the conference was over you would have speculated no little as to just how the recommendations of the conference by and large will actually further the program.

Up to now a hit-or-miss policy has been common in efforts to decently house our population: the building industry is in the dark ages in methods of production (the possibilities of fabricating houses in large part in factories was emphasized); information relative to successful practice and experiments in the field of housing are rarely available; financing methods share a large part of the responsibility for inadequate housing and the general lack of home-ownership; community planning has been largely neglected; approximately two thirds of the population live in substandard buildings, and so on. These and many other unpleasant truths were thrown as a challenge at the conference.

For over a year prior to the conference twenty-five fact-finding committees had been hard at work studying various phases of housing. They include committees on

city planning and zoning; sub-division layout; large-scale operations; industrial decentralization and housing; finance; relationship of income and the home; taxation; types of dwellings; reconditioning, remodeling and modernizing; construction; design; business and housing; home ownership and leasing; housing and the community; Negro housing; utilities for houses; fundamental equipment; kitchens and other work centers; home furnishing and decoration; landscape planning and planting; household management; homemaking; home information centers; and farm and village housing.

In addition six correlating committees studied the committees' findings and made recommendations on the basis of their combined investigations and suggestions.

That President Hoover's welcoming address was intended to sound the keynote of the meetings there can be no doubt. For many it did; for more it did not. In opening, the President said that "this Conference has been called to consider one great segment of the housing problem—that is, in what manner can we facilitate the ownership of homes and how can we protect the owners of homes." Though he went on to say that standards of tenement and apartment dwellings were to be considered, it was apparent that home ownership, which he emphasized throughout his address, was to him the vital consideration.

Here was controversial point number one, for though this was a distinctly amicable conference let it not be thought there were no significant differences of opinion. For instance, a large group believe that sufficient data have not yet been accumulated upon which to base the dogmatic assertion that it is wise to encourage home ownership indiscriminately.

Perhaps this negative statement may be taken as the slogan or immediate "conclusion" of the conference. The committees were rather unanimous that much research has yet to be done before a definite program can be outlined. (But without underestimating the importance of research, has not the time arrived when the aforesaid two thirds of our population have a right to expect a more immediately productive and concrete program?)

The correlating committee on research proposed the establishment of a research foundation or institute—heartily endorsed by all divisions—to find out what conditions impede and what conditions promote good housing; otherwise "the subject will be covered in piecemeal manner and much time, energy and money will be frittered away in odds and ends of imperfectly coordinated research; correspondingly the improvement of conditions will be retarded." Such an institute would act also as a coordinating agency and clearing-house, and analyze material as it becomes available, as a basis for furthering an effective program.

The conference was given to understand that such a foundation will be established with government cooperation and approval, but not under government auspices, and that it will include divisions of research, service and information, and demonstration. It will be in a position to secure the

Eighteen Points of a Housing Program

Wilbur's Summary of the Conference Findings

Each city and community should have a master plan.

Each city should be zoned.

All new homes irrespective of the income of the family can and should be of good design and sound construction.

Soundly built homes can and should be rendered available to all home buyers.

Home ownership should be a possibility at some time in the life of every thrifty family.

An adequate system of credit for the financing of homes should be established.

Old homes should be brought up to standard.

Slums and blighted areas should be eliminated.

Industry so far as practical should be decentralized.

Well-advised large scale housing operations should be facilitated.

Homes should be freed from excessive burdens of taxation.

Beauty as well as utility should be made available within the home and in its surroundings.

The conveniences, protection and opportunities enjoyed by city dwellers should be rendered available as rapidly as possible to the residents of rural districts.

Work centers for household operations should be efficiently planned and equipped.

There is need of better framed and better enforced legislation with regard to all types of housing for the protection of the home and the community.

There is need of development of further research.

There is need for information service and public education.

The promotion of home ownership and better homes is the prerogative of all civic leaders and of citizens.

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cooperation of governmental departments, universities and existing research bodies as well as of business and civic organizations.

The relation of the depression and the need for housing was stressed. Find the formula for reviving the building industry through increased activity in housing and a great step will be taken in ameliorating the unemployment situation! Good housing is good business. Don't be deterred, the delegates were told, by the frequent assertion that the country is overbuilt. Overbuilt it may be industrially and for those with higher incomes, but housing for the $2000-and-under groups is still almost a virgin field. But remember that good housing implies community planning, open spaces, sunlight, air, a safe system of thoroughfares. Granted all this, what then is the next step? Is the individual in a financial position to buy his own home? Should he be? Here enters the villain of the piece, (or is it the hero?) financing—financing the low-income groups. What is the best method of financing those who are self-supporting? Is not sound financing the corner-stone of good housing?

THE report of the finance committee was awaited with bated breath. The chairman, Frederick H. Ecker, president of the Metropolitan Life Insurance Co., and four subchairmen made their reports. They emphasized the fallacy of stimulating home ownership indiscriminately; unless a buyer is able to pay down 25 per cent of the cost of the house and allocate 25 per cent of his income to future payments, he is not ready to buy. The pitfalls and undue expense of junior financing were pointed out. The development of reputable second-mortgage companies was recommended. Reform in foreclosure procedure was suggested. Buyers were advised to seek long-term amortized loans in preference to short-term straight mortgages. The need for a uniform mortgage act was stressed. The tentative report of the committee was too long even to summarize here. Suffice it to say, however, its recommendations were predicated entirely on the present system of financing, on financing the single-family house, and on individual ownership.

Does this model fit modern conditions? The presentation of the report over, the chairman of another committee, that on large-scale operations, Alfred Stern of the Julius Rosenwald Fund of Chicago, asked for the floor. Well and good so far as the report went, Mr. Stern said. But did not the Committee, he asked, leave out of their calculations a large block of the population, those city dwellers who perforce must live in apartments? Is home ownership then feasible in the case of a large part of the urban population, even though they may be self-supporting? Have we not evolved a new technique in housing—a technique applicable to single and multi family dwellings—the building of whole communities, planned and built as a unit, both for efficiency and economy's sake? A new technique in financing must be evolved to meet the new technique in building. A challenge to the audience. A challenge to the country. Much applause.

The plea of Arthur C. Holden, architect and authority on the economic and social aspects of housing, was likewise warmly received. Mr. Holden urged bankers, insurance companies, et al. to collaborate more closely with architects not only as advisers on the soundness of the construction of individual houses, but also as advisers in the broader field touching the social and economic significance of housing—particularly the relation of the house to its neighborhood.

The meeting unanimously endorsed the President's previously announced plan for home-loan discount banks to discount mortgages not to exceed $15,000 each on farm and urban property used for homes. But helpful as this plan may be in a limited sphere, does it not too imply that the problem can be solved by the present system—the system that has signally failed to do so up to date?

The meeting adjourned. The delegates had been given much food for thought.

What is this Conference accomplishing, one constantly heard asked. What are its immediate results? From the outset it was apparent that this was no crusaders' conference. It was the President's conference. Valuable as were many of its recommendations, little mention was made for instance, of such facts as that without security of work the wage-earning population cannot hope for the security of a home. Practically no mention was made of the possibility of the need for direct government participation in housing. It was a fact-finding conference, the delegates were told. But within certain prescribed limits, we add. Yet the conference was very valuable as an educational force. The very bringing together for the first time of three thousand individuals from allied and widely separated professions but all concerned in some way with housing, was a real accomplishment. People whose habits of thinking are often opposed—bankers, engineers, builders, home economists, interior decorators, tax authorities, housing experts, research workers, statisticians, social workers, and so on *ad infinitum*—ready and anxious to discuss together a problem which can only be solved, if it can be solved, by their cooperation. And is not the assembling in report form of this vast volume of valuable material a concrete contribution? Should not whatever inspiration those three thousand delegates received and which they in turn will bring to their respective communities go far toward educating public opinion of the great need?

The announcement at the concluding evening session that the President intends to appoint a continuation committee and to call another conference in due time is important. Important particularly if the sponsors of the Conference sensed the desire of a large group to scrap past experience where necessary and start afresh with their eyes focused exclusively on the two thirds of us Americans who live in sub-standard houses.

Credo

By PAUL L. BENJAMIN

TO him who asks the big house on the hill
Give candelabra, ivories, gems of fire,
And all the dazzling baubles that conspire
To cool the inward flame against man's will;
To him who yearns for pride of place, fulfill
Ambition's itch for sceptre, crest or lyre;
The things men prize with passionate desire
Are transient as a leaf upon the sill.

For me, the ministrations of the rain,
Twilight and homing birds, a dawn at sea,
A moss-flecked wall, an apple tree in spring,
The flight of silver birches down the lane.
Thus, when the moving finger stops for me,
Let me hold in my hand some common thing.

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Confessions of a Neophite

A Student, a Westerner, Plunges into New York Social Work and Comes Up for Air

By JOHN E. LYMAN

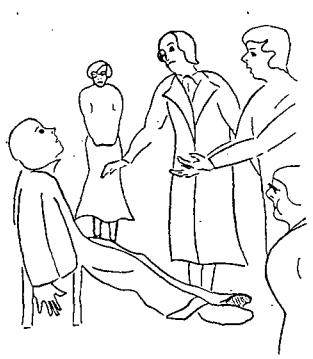
Drawings by Frederic E. Greene

BEFORE I ever saw a social worker or entered a social agency I imagined social work must be a sort of halfway station on the road to heaven. Everyone who did it I thought of as a brother who reached out a helping hand to the "less fortunate." So I thought if we could just get enough social workers we would have the brotherhood of man.

The first disillusion I had was that there were practically no brothers. Nearly everyone in the business was a woman and a young woman at that. Although that was somewhat disconcerting to my preconceived notions of social work I substituted "sister" for brother and tried to pare down my prejudice as to the efficacy of sisterhood.

There were other and more insidious prejudices that doing social work knocked into a cocked hat. The notion that poverty-stricken people are probably that way because of ignorance or natural laziness I soon threw off as excess baggage. I had to cast aside the idea that the lives of people coming to social agencies were somehow of an inferior grade whose flesh and spirit were not easily wounded by adversity. The idea that people got into trouble mainly by malice aforethought I was forced to give up. I hated to let go of its corollary that men's actions are either good or bad, and as moral beings we should condemn the one and cherish the other. But I was assured that it too would have to go. I was to be stripped of all those comfortable feelings with which I as one of the good people had fed my ego.

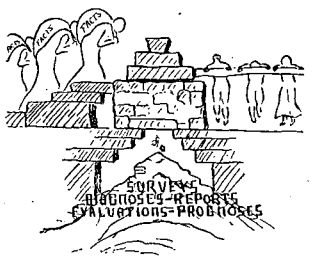
What manner of persons were these unmoral social workers into whose daily company I had so suddenly been injected, I kept asking myself. The social workers themselves left few opportunities pass to impress upon me that they were indeed the Jane Addamses and Jake Riises I imagined them to be. How much they knew of broken homes! How casually they spoke of courts, hospitals, settlements, nurseries, clinics, bureaus, boards, foundations. What acquaintances they had with doctors, priests, politicians, lawyers, judges, marshalls, principals, landlords, burglars, gamblers, deserters and bootleggers. These sophisticated, intellectual, seemingly unemotional New Yorkers violated all the canons of young womanhood I had known. Feminine wiles were taboo in getting things done. They spoke with equal calm to the wild-eyed dispossessed family head, the Tammany magistrate and the tax-ridden landlord. Tactful, patient, persuasive, unafraid, firm and bold, they awed me. I thought them scarcely human, certainly not womanly as I knew the word on western plains.



The sisterhood of man

My first week on the Lower East Side in New York was as different from anything I had ever done as walking the streets of ancient Bagdad would be. I did not know an Italian from a Pole. I thought the Yiddish script which I saw in signs and newspapers was some corruption of Chinese or Greek that the Russians had adopted. I preferred to walk because I feared an elevated or subway train might deposit me somewhere in the suburbs of New Jersey or Long Island.

I was sent out into that uncharted higgledy-piggledy East Side to find the homes of the unemployed families who had applied for aid. I was instructed to go anywhere in the five boroughs of Greater New York if I smelled a job for any of my families anywhere. I was adjured to go forth as a sort of human vacuum, without prejudice, without a moral judgment of any man or woman, and to seek facts.



Facts for the social mill

Social agencies must have facts, hundreds of them about every client, else the mills of the social gods would cease grinding. So I "investigated." Investigation is a very dignified social-work technique, I was assured, quite different from that service performed by detectives, stool-pigeons and snoops. I sometimes wondered what "early history and training" had to do with a man's being out of work. I have since been shown very definitely what it has and has not to do with unemployment. It is a sort of professional secret which I am not at liberty to divulge.

THE most difficult "adjustment" in the "social treatment" I was subjected to by fellow-staff members was the "sublimation of sympathy to the scientific spirit." From the social worker's side of the fence it is a very satisfactory feeling to "treat" successfully a mental aberration. From the treated side of the fence it is not such a treat. For my petted altruistic sentiments were substituted that dry stuff called the scientific spirit. It hurt.

The symptoms of my mental disease were probably set down in the minds of the specialists who observed my behavior as: tendency to sympathize with troubles of client too much; inability to visualize probable resources of family; tendency to consider situation emergent when it could wait; tendency to disregard office hours in the interests of false standard of humanity; difficulty in sleeping due to worry over problems of clients.

Treatment consisted of: the wear and tear of an emergency unemployment relief situation; numerous citations from the experience of other workers about families in situations similar to mine who somehow managed; friendly

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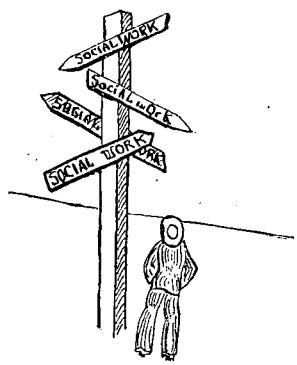
lectures on the evils of disorganized office and field-work hours and on the inefficiency of wasting energy fretting over a situation which could not be helped anyhow; and a subtle social pressure that it was bad form to let your emotions carry you away.

It was this sort of treatment which was finally to show me the light and the way of the true social worker. I had seen the exterior camouflage that case workers throw about their true selves. As I learned to work beside them and gradually with them, their day-by-day methods of social work taught me why a social worker is. They moved with such calm self-assurance among the Italian, Polish, Negro, Porto Rican mothers and fathers who filled and overflowed our waiting room. In the slow-moving friendship they brought to a father whose broken English they could understand; in the twinkling mischief of a secret treaty with a wayward boy; in the homely advice and love they gave an overwrought mother—in all these daily ways I saw creative social work. Of these experiences my fellow-workers never spoke. True modesty compelled them not to traffic in the deeper currents of their lives. For these they reserved sincere purpose and devotion, the *sine qua non* of social work.

This common core ran sterling through them all. Yet in personality they presented as many facets as their native sections of the country, their schooling, their homes. Seldom was there a native New Yorker. New England, the South, the Far West, the Middle West were frequently represented. Some were brilliant, witty social workers; some were quiet, thoughtful students. There were busy and enthusiastic ones, pleasant, methodical workers—happy, quizzical, restless, weary, nonplussed—as many garments as human personality puts on from day to day—these human, likable young women assumed.

Although I had become quite accustomed to the dominance of feminine ideas and administration in the family-case work field, I was again shocked when I began the more formal part of social-work training. Women dominated the school scene almost entirely. I found the atmosphere of the school stimulating, saturated though it was with the cigarette smoke of professionally-minded young ladies who seem to have decided to take care of other people's bad boys and family troubles instead of plunging into some of their own making. Championed chiefly by the women, the mental-hygiene movement ran rampant through hall and classroom conversations. To offset my one woman teacher in mental hygiene I had three men teachers who good-humoredly poked fun at psychiatric social work and proceeded to lay down the law of the economic, political and sociological approaches.



The social-work crossroads

In the business of schooling to be a social worker the student gathers one day that without a thoroughgoing knowledge of modern psychological and psychoanalytic principles and technique he had better not enter upon the professional career of social work at all. He will only bungle and confuse the profession's enlightened aims. The next day he is told that after all the case work is a petty tool against the bulk of powerful economic forces and that no case worker should consider practice until he has thoroughly grounded himself in economic theory, and more to the point, how this theory actually works out in present-day industry. The problem after all is one of a more equitable and regular distribution of money.

And then on a third day he is informed that all social work is aimless, worse than ineffectual, if it does not align itself with the time immemorial sociological forces as relentlessly at work today as ever. The fourth day the student may go to the field and try to apply these textbook notions to the solution of individual troubles.

The attempt had a peculiar way of mixing me all up. I got confused, pulled the wrong syringe from my "professional" kit. I figured social work should apply a little of its mental hygiene to the group mind of a profit-grabbing age. But I guess the capitalistic age is really not sick enough to be committed to a psychiatric clinic. We will go around picking up the offscourings of a sick society until—well, until society just naturally gets immune to depressions.

$52,000,000 for Social Welfare

By PIERCE WILLIAMS

Executive Director, National Bureau of Economic Research, Inc.

IN this compact report[1] the Twentieth Century Fund gives information of value to all interested in knowing more about what Frederick P. Keppel, president of the Carnegie Corporation, wittily calls the "philanthropoids." The report lists 122 foundations, gives the endowment of each, the amount available for distribution annually, and classifies the fields in which each spent its money in 1930.

The report tells us in effect that in the United States there are 122 separate groups of people, legally constituted into boards of trustees, each group possessing some power to influence the course of social-welfare activities through the choice of objects for which funds are expended. These trustees will not need to be reminded that along with their great freedom of selection goes increased social responsibility. Because of the power lodged in them I for one would like to know more about the business affiliations, educational background and social outlook of the members of this small army of trustees.

What is the "turnover" in foundation boards? What is

[1] American Foundations and Their Fields, edition of 1931. Twentieth Century Fund, Boston. $1.

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the method by which new blood gets into foundations? A Who's Who of board members may become in the future a social necessity.

Of the 122 foundations, fifty-two have their principal offices in New York and all but twelve are located in cities east of the Mississippi. So long as the purpose of a foundation is broadly enough stated to permit it to distribute its money anywhere, it may be of little importance in which city it sets up its head office. But looking at the matter from the standpoint of the national community, doesn't it seem desirable for foundations to be scattered geographically over the country rather than concentrated in New York? Perhaps the answer to this present concentration is to encourage the development of community trusts throughout the country. Through this form of charitable trust, gifts and bequests from citizens can be directed by local committees of distribution into activities of community value.

That the total endowment of these 122 charitable trusts is approximately $853,450,000 is a relatively meaningless fact, unless we know the date on which the valuation of securities was made and whether they are valued at cost or at present market prices. It is more important to learn from the report that in 1930 approximately $52,476,000 was distributed by ninety-one foundations. A considerable part of this came out of principal, indicating the growing conviction that charitable endowment should gradually be used up, not kept as a perpetual trust.

When the 52 millions distributed by foundations in 1930 is placed alongside the 89 billions of aggregate national income it becomes clear that foundations do not yet threaten to control any considerable part of the total wealth of the United States. On the other hand, the part which the $52 millions plays in the total receipts of American philanthropic organizations is of great importance. Unfortunately that question cannot be answered, in the present imperfect conditions of welfare statistics. When we have the statistics of total charitable expenditures in the United States, we shall be in better position to appraise foundation activities in the whole scheme of American philanthropy.

THERE is wide range in financial size among the 122 foundations. Only nine distributed over $1,000,000 apiece in 1930 whereas fifty distributed less than $100,000 apiece. The policy of a charitable trust with less than $100,000 a year to expend will necessarily be different from that of a foundation with $7 millions a year.

The report notes that of the total amount distributed 70 per cent went into the four fields of "medicine and public health," "general education," "physical sciences," and "social sciences." It also comments with surprise on the lack of attention paid by foundations to the need for economic improvement through scientific research and statesmanlike action. According to the report, only 1.5 per cent of the total amount distributed was to organizations and agencies in the field of "business, industry and finance." It also calls attention to the fact that government and politics come surprisingly low in the list when compared with the public interest in this field.

These conclusions raise the question of the adequacy of the classification employed. Determination of a satisfactory classification is always a difficult task in a work of analysis, but the one employed by the Twentieth Century Fund is clearly imperfect. Its heterogeneity is shown by the following sub-heads, twenty-nine in number:

aesthetics; agriculture and forestry; animals; birth control; business, industry and finance; cemetery maintenance; child welfare; city planning and housing; civil liberties; education, general (by kind of institution, by persons taught, by special categories); engineering; government and politics; handicrafts; heroism in life-saving; humanities; individual assistance; international relations; labor unions; medicine and public health; meritorious public service; monuments; motion picture; physical sciences; propaganda for social theories; publications and periodicals; race relations; religion; social sciences; social welfare (by type of agency, by special groups served).

The total amount expended in each field is further split up according to whether the grant was for "research," "education," or "social action." These three terms are not self-explanatory, and the impracticability of applying this division to the twenty-nine classes stands out at several points. For example, "general education" is a field which accounts for nearly $14,000,000 of the total distributed. Obviously it is impossible to split up this total satisfactorily when one of the subdivisions is again "education." "Social welfare" accounts for 3.1 per cent of the total expended, yet practically all of the $1,591,000 is put under the subheading "social action;" some of it certainly was for "research" or "education."

THE bulk of the $206,526 distributed for "religion" is classified under "social action." This seems anything but logical. Small grants by foundations for cemetery maintenance, for animals, motion pictures, monuments, handicrafts and so on apparently gave the Twentieth Century Fund trouble in classification.

I suggest classification of foundation grants into four fields of human activity, viz. religious, educational, charitable relief and community betterment. A better classification might answer the following question: To what extent is foundation money helping to push forward experimentation in the field of human relations and social action? As Professor Dewey pointed out in an article in The New Republic for July 31, 1931, there is a great deal of "fact-finding" going on in the United States that will prove fruitless in the long run unless used to energize social experimentation.

In my opinion what is needed is a thoroughgoing analysis of the grants made by the twenty foundations that together account for 90 per cent of the total distributed in 1930. Indeed analysis of the grants made by ten foundations (of which three are Rockefeller philanthropies) would account for 80 per cent of the total.

No improvement in classification, however, can change the fact that the foundations have so far not manifested interest on any considerable scale in encouraging the fine arts. Music does not fare so badly, sharing to the extent of $774,000 in grants made by nine foundations; 90 per cent of it provided by The Julliard Musical Foundation and the Carnegie Corporation. Grants by the Carnegie Corporation in 1930, totalling $247,000, represent practically everything that the Twentieth Century Fund was able to find in the way of foundation support for the other fine arts in the United States. In behalf of painting and sculpture the writer hereby voices a desire for the prompt appearance in the foundation field of a corporate Lorenzo di Medici to patronize struggling American artists of promise. Art is social, and the quest for beauty as a collective as well as an individual aim is an impulse not to be overlooked by foundations in their efforts to promote the general welfare.

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Tuberculosis Takes a Cut

By H. E. KLEINSCHMIDT, M.D.
Director, Health Education Service, National Tuberculosis Association

THE depression mocks us with many a paradox. Consider, for example, how tuberculosis refuses to run true to form. Poverty and tuberculosis go hand in hand: so runs the doctrine preached for a score of years. Whether poverty is the father or the child of tuberculosis is a wrangled question, but that the two are closely related is undebated. The converse teaching, namely, that good economic conditions favor a decline in the tuberculosis death rate, has become a truism.

For some two years, about one tenth of the employable population have been idle. Thousands of white collar people have, for the first time, tasted the bread of poverty. And yet (is the barometer crazy?) the tuberculosis deathrate continues to decline. The rate for 1930 in the original Registration States reached the low point of 67.2 per 100,000 population, and, if the trend of the first nine months of 1931 continues, we shall touch a new low rate for the year of 62.2. That is the judgment of Dr. Louis I. Dublin, based on the records of several million insured wage-earners. His conclusion is supported by a number of records from widely separated communities, which report declining case as well as deathrates. Is there a fallacy in the orthodox doctrine of poverty-tuberculosis? Not necessarily.

First, we are by no means certain that hard times are not affecting the morbidity of tuberculosis if not the mortality. Among the tuberculous population at any given time there are always some whose fate hangs precariously in the balance. A slight downward push on the scale such as hunger or worry, is likely to bring the struggle to a premature end. Apparently there are not enough such "critical" cases of tuberculosis among the "new-poor" to affect appreciably the mortality rate. However, assuming the average expectancy of the consumptive to be five years, the present effects of deprivation, even though temporary, may shorten that expectancy.

Second, our present understanding of the manner in which tuberculosis begins and develops justifies us in assuming that environmental influences often determine whether or not a child with early lesions will later develop the destructive adult type. And many children now heavily infected but not yet labeled "tuberculous" are suffering deprivation. Thus the toll of the enemy may be so "absorbed" in the years to come as to show no definite "hump" in the mortality curve. The result of the depression, like the cost of the new suit of clothes bought by the traveling salesman, may be concealed in the larger expense account.

Wishful thinking, supported by bits of logic, tempts us to predict that the downward trend of tuberculosis will *not* be perceptibly affected by the depression of 1929-?. What are these bits? While poverty and tuberculosis are closely related, there is nothing about poverty *of itself* that favors the disease. The sole, direct cause of tuberculosis is the tubercle bacillus. Without infection by that specific germ, even Job's turkey could not possibly develop phthisis. But the *by-products* of poverty are the active allies of the enemy.

One such by-product is faulty nutrition. We have not thus far permitted this by-product to overwhelm us. Luxuries, comforts, and even self-respect may have to be sacrificed by many people, but old-fashioned starvation for the sheer want of bread is a disgrace we shall not suffer. Nor is the nutritional quality of food being sacrificed to any great extent. During the war, the hunger of European peoples was appeased by filling their bellies with food substitutes of poor nutritional value. Not so in the present crisis. True, the consumption of milk has decreased somewhat, but on the other hand, the cheap price of butter has enlarged sales of that article at the expense of butter substitutes. Meats, vegetables, and fruits have dropped to a price level that discourages the competition of foods of lesser nutritional value. Allowing for the concessions many families are making, we still may safely assume that no widespread harm has as yet been wrought because of poor nutrition.

Another by-product is the crowding together of families, which in turn favors the ready transfer of the tubercle bacillus from the sick to the well. Domiciliary crowding has not yet been severe. There is not, as was the case during the war, a serious housing shortage. Although inflation still exists, rentals have adjusted themselves to a considerable degree. At any rate, the inhuman huddling of several families in quarters designed for one has not been painfully apparent.

A third by-product of poverty is shattered family morale. "What's the use!" is the attitude of the discouraged family. Slovenly habits creep in. Why wash the dishes carefully? Why not spit on the floor? Cheerlessness and numbness subtract their toll from one's capital of resistance. Deplorable situations are evident, but in the aggregate we have kept our courage to the sticking point, and the pessimism that now presides in many households has not yet become chronic. And perhaps our graveyard whistling is a more powerful psychic influence in keeping up family morale than those who are aware of the artificiality of the whistling would willingly admit.

ALL this may be rank rationalizing. There is, however, a factor which cannot easily be explained away, and that is the cumulative effect of the tuberculosis movement. For a score of years, educational propaganda has been rolling up its force; its momentum has not been slackened by the present pot holes in the highway of progress. Knowledge acquired in the past has not lost its power; our fear, or better, respect for tuberculosis has not lessened; habits and practices acquired in the good days continue to function in the bad.

But perhaps the most pertinent answer to the question as to why the deathrate has not taken an upward turn is to be found in the tuberculosis fighting machinery that is now functioning. It is, of course, inadequate, but in no previous depression have we been so well equipped. Some eighty thousand patients are at the moment occupying sanatorium beds, which means not only that eighty thousand persons are being given their chance, but also that as many potential foci of infection are removed from the susceptible commu-

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nity. More thousands, graduates from tuberculosis institutions, are exerting their wholesome influence wherever they may be. The sanitorium is doing "Business as usual." Nor has there been an appreciable lessening of clinic and medical activities. Health department budgets in several places have been curtailed, but without seriously lessening the efficiency of the service rendered. Public-health nursing, for example, has suffered no drastic curtailment. The promotional forces, that is, the tuberculosis associations, have indeed trimmed their sails, but the educational and publicity work goes on unabated. Research has not stopped, and demonstrations gaily carry on.

The machinery has clicked on despite the depression. The fact that this "variable" has *not* changed (except for the better) whereas the other traditional variable, namely, the economic factor, has changed, and that, in the face of this, the tuberculosis rate has not been unfavorably influenced, is indirect but persuasive proof of the efficacy of our present method of attacking tuberculosis. A theory is being tested in the fire.

The Obligation to Bear Witness

By MORRIS S. LAZARON
Rabbi of the Baltimore Hebrew Congregation

TIME was when under the spreading wings of organized religion all the activities of men found habitation and encouragement. As human knowledge developed, however, one by one these sciences and ministries of helpfulness broke away, staked out their own territories in the vast tracts of human experimentation, effort and social enterprise. And often suspicion and mistrust marked the relation between mother religion and her daughters.

The last fifty years have seen the development of the science of social service. It created its own technique. It trained a class of professional workers. It was jealous of its prerogatives; it established a sphere and function all its own and was frequently offered as a substitute for religion. It became more and more divorced from organized religion. So today, despite the fact that the aims of religion and social work are the same, there is a breach between them which identity of interest should close. Each is necessary for the greater strength of the other. Each more or less goes its own way, whereas they should be linked together in an enterprise which challenges the conscience of man—the rebuilding of the social order on the foundations of justice and brotherhood.

Both have certain difficulties in common. Religion finds itself allied with the capitalist order. Oftentimes the very men who support church and synagogue are those who are responsible for the social malaise. One of the searching questions that synagogue and church have to face today is this: Are we brave enough to risk the support of our rich contributors by challenging the soundness of the entire system which enriches them?

Those engaged in social work face the same difficulty. They are confronted with problems which have been created by the very men who support their work. A manufacturer, a banker, a great industrialist may contribute five thousand dollars a year to the Community Fund, to the Catholic Charities or to the Jewish Charities; but the very system which makes possible his gifts creates the poverty, the unemployment, the human misery which social workers are called upon to alleviate.

I should like to see a more intimate liaison between religion and social service in the leadership and guidance of public opinion. Too often social workers have been blind to the opportunities as well as to the solemn duties which are theirs by virtue of their calling, a profession which must not permit itself to be pressed into silence on the larger issues because of organization politics or because there are influential people on its boards.

Religion and social work must point out clearly, frankly and firmly to the men who support our agencies that the problems we face are created by the system of which they are the chief beneficiaries. We must call upon them to support these agencies generously, but we must tell them fearlessly that our work is palliative and only to a limited degree preventive. What is the permanent usefulness of caring for 250 families this year when next year another hundred will be added to the list? The problems we are called upon to meet are created by defects in the system from which they profit. We must hold always before them that it is their responsibility to reconstitute and reconstruct that system.

Another fundamental point in our program, it seems to me, must be to shift the burden for the support of welfare work, where possible, to tax-supported agencies. In this way we shall be able gradually to cut the cord that binds us to particular groups and classes with partisan interests. We must not be deterred by the fear that because the work is done by public agencies it will be brought into politics. Have the standards of public education suffered because education is supported by the state? Or public-health work?

THE whole question involves a deeper understanding of the meaning of citizenship, a wider appreciation on the part of the average man and woman of his power as a citizen. Who in the end makes war? Not the statesman nor the State Department, nor the politicians; the people make war. Let any nation rise up in its unwillingness to go to war and all the militarists in the world and all the State Departments cannot involve us. So it is with welfare work. If the people become aroused to the need and demand in the name of humanity that these things be done, the demand will be met. And this is our job, the task of religion and of the social worker—we must direct attention to the wrongs, the needs; we must study the facts and the means; we must work out programs. Then we must go to the people, not as followers but as leaders.

Here, then, is our world with its hungry to be fed, its naked to be clothed, its maimed and sick to be sheltered. Here is the world with its vast combinations of capital capable of so much of good and more often used for selfish ends; with its criminals and its prisons, its corruption in politics and the social order, its religious prejudices, its

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national hatreds; with all its injustice and unrighteousness.

And here are church and synagogue and all those concerned with social welfare. Shall we retire into our shell and exclaim what a wicked world this is? Shall we go into the sanctuary and sing sweet hymns and utter pious phrases? And shall we then expect prejudice to cease, injustice and corruption to be wiped out and a better social order to be created of their own accord?

To all of us there comes the challenge to rebuild the social order. Our problem is not only a matter of wages, conditions of labor, hours of employment and the like. We should feel a passionate resentment at the injustice that has been visited upon large groups, the poverty and misery that desecrate contemporary life.

We must declare fearlessly that where the rights of property conflict with the welfare of humanity, property has no rights which need to be regarded. And if they say to us: You are protestants; you are disturbers; you are destroyers, then we must declare: We *would* protest in the name of God against injustice, wrong and iniquity, against the suffering and misery of countless human beings. We *would* disturb the smug content of them who eat the fleshpots of Egypt. Wherever wrong lifts its head or there is misery, hunger and want, there is God's work to do in the world and we cannot remain in our habitation warming our feet by the fire.

I summon to this crusade all men and women whose minds are free, unhampered by selfishness, prejudice of group, or consciousness of class, that together we may win a battle for the poor and the weak.

Why Is a Hospital Trustee?

By HOWARD S. CULLMAN

SHOULD a hospital trustee be an individual whose wealth and age make him a likely prospect for a rich bequest, despite his lack of any active interest in the institution? Should he be a man whose interest is so keen that it extends into professional matters—the type of trustee who is forever boosting the appointment of his nephew to the medical board? Should he be an eminently respectable citizen whose social position serves as good window-dressing, while his total lack of social consciousness deters him from any active part in the hospital's work? Should he be chosen because he is a church deacon whose piety appeals to some of the more religious contributors despite the fact that he is more interested in saving the souls than the bodies of the sick?

Obviously he should be none of these. He should be a man of alert and intelligent interest in hospital matters, capable of keeping its business mechanism smoothly running. His responsibility should be twofold: first, the duty of providing ample funds; second, the task of lending aid, supervision and interest to all the practical, lay aspects of the hospital's work. He is called upon to make one essential renunciation: the stern resolve to leave to professional men and specialists all matters that may be classed as definitely professional and scientific.

To apply business principles to the hospital is no easy task. It is complicated by the fact that the hospital, whether municipal or private, is not a commercial enterprise. It is a humane institution not measurable by business standards; an institution often hampered by grotesque deficiencies in community planning such as could never exist in the world of commerce.

In New York, for example, the distribution of our hospitals still bears witness to a century of haphazard benevolence. Our first public hospital sprang into being in 1736 on the present site of City Hall, with six beds and a small clinic. Shortly after New York Hospital was opened, followed by the sporadic growth of a number of private and municipal institutions created in response to community needs. Concurrent with these, hospitals sponsored by various fraternal organizations, sectarian and foreign-born groups came into being. Never, until very recently, has there been anything remotely resembling regional planning; nor were hospitals subject to that wholesome weeding out by competition which would make such a situation commercially impossible. The case of New York is far from unique.

Historically we are not dealing with a philanthropic system that developed logically, as commercial growth is judged. We are confronted with a situation which is, from a managerial point of view, extremely involved. Practically, we are striving for humane results that cannot be measured in dollars and cents but which depend nonetheless on dollars and cents for their fulfilment.

In theory at least, most hospital trustees are heart and soul behind the high purposes of their hospitals. Certainly they would like to see the sick cared for by the highest grade of professional service available and to foster every possible advance of science. Yet I know of innumerable cases of petty political meddling resulting in serious dissension and even in the actual break-up of institutions. I have seen the morale of a medical board undermined by unwarranted intrusions of trustees; and I am sure that if the presumptiousness of lay excursions into professional fields were brought home to the offending trustee he would agree with me that they have no justification.

YET eager as many directors seem to have a finger in the medical pie, just so reluctant have they appeared in investigating and directing the vast body of administrative and practical details which are their rightful province. In the New York metropolitan district, our hospitals have an appraised valuation of over $170,000,000 and spend annually over $61,000,000. The huge task of administering and controlling an investment of these proportions is relegated very largely to superintendents and their assistants—specialists whose training and background frequently provide them with few qualifications for the complicated business aspects of their work.

The average director feels that he is doing his bit if he helps raise money for and contributes to actual maintenance charges or expansion programs. His efficient performance of even this task is hampered by the delusion, popular among trustees, that a healthy deficit is in some way praiseworthy

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and its converse, a sizeable surplus, disreputable. A deficit proves only one thing—the inadequacy of the board as money-raisers. It is no index of the quality or quantity of the hospital's good works. I can name at least one institution whose achievements are beyond reproach that is annually afflicted with a shocking surplus; and I know of other institutions, boasting magnificent deficits, whose treatment of the indigent is niggardly, whose professional standards are deplorable.

THE average trustee has little or no analytical conception of his hospital's budget. In the average institution, house, ambulance, and finance committees are mere paper set-ups, rarely attended. It is characteristic of the pervading unbusinesslike spirit that with few exceptions no attendance records are kept of board or committee meetings. The result has been that the average director is fond of judging his superintendent's efficiency by such convenient indices as per capita cost. If the superintendent reports a seven-cent per diem rise, he is met with black looks; if on the other hand, he can boast a five-cent cut cheers greet him. Yet to the least profound mind it must be apparent that such statistics, unanalyzed, give no picture of medical service, nursing standard or food quality. Their only excuse is an intellectual indolence to which I believe the average trustee must plead guilty.

Can there be any other explanation for the shockingly poor business tactics of our hospitals? Is there any excuse for the prevalence of accounting systems so unstandardized that a comparative study of costs is almost impossible? Is there any possible justification for the labor situation in our hospitals? Although the item of wages consumes more than two fifths of the $61,000,000 budget, a complete lack of uniformity in wage scales and organizations has resulted in a labor turnover large enough to completely wreck the average business.

What reason can there be for the lack of cooperation in such matters as obtaining ambulance appropriations in a day when the least enlightened business man has learned to make use of trade associations? Whom shall we blame for uneconomic buying methods, for the failure to control procedures, for the complete lack of any means of training future hospital executives and for the total non-existence in this city of any reasonable estimate of nursing costs? Who is responsible for the highly sentimental, often maudlin appeals for funds that our hospitals send forth when experience has proved the superiority of the straight-from-the-shoulder appeal? These and a hundred other instances of bad management could never exist, were hospital directors not trustees in name only.

Nor would any trustee who had taken the trouble to analyze his hospital's budget tolerate such an abuse of philanthropy as is now being practiced in Workmen's Compensation cases. The hospital of which I have the honor to be president, handles, from a percentage standpoint, probably more compensation cases than any other in the community. As a result, our board, after giving the problem a great deal of thought, has reached the conclusion that hospitals should be fully reimbursed by insurance companies for the cost of these cases, and that the public should not be burdened with the difference between actual cost and inadequate payments. I think anyone familiar with our Compensation Act will support the soundness of this point of view. Yet in our hospital, supposedly a philanthropic institution, we must contend with neighbors who, apparently with the support of their trustees, are competing at cut rates for compensation cases. That such policy is, to say the least, economically unsound, the recent closing of one such institution in this city proves.

Group planning and cooperative action alone can solve many of these difficulties. Among the apparent obstacles in the cooperative path is the loose classification of our hospitals as "municipal" and "private." Yet is not the term "private" hospital really a misnomer? The vital work of any hospital is in its clinics, wards and social service. While the private hospital is, in contradistinction to the municipal, run by a continuous board of directors not subject to political control, does not the public in either case foot the bill, whether in the form of donations or of taxes? Certainly insofar as function goes there is nothing "private" about a private hospital.

WHEN, then, from a business point of view, is the justification of the private hospital? If I were sure that the sinister hand of politics could be kept out of all state or municipal institutions; that the same opportunities for research would be maintained; that facilities would be adequately and equitably distributed, I would answer without reservation that the private hospital has no justification. Certainly a unification of the entire hospital system would, under ideal circumstances, be a long step in straightening out the economic hodge-podge of the situation.

The time is not yet ripe for a completely state-operated system. But we need wait for no millennium to apply business principles to hospitals as we find them. Here and now I put in my plea for more intelligent and responsible trustees; for the abolition of the kind of a dummy board that has served many a bank ill and which can do the same for the best intentioned hospital; for some attempt at community cooperation that shall result not in a stultifying uniformity but in a heightened and flexible efficiency. And I believe that these ends can be reached if directors will apply to their hospital posts at least a part of the economic wisdom which they bestow so lavishly upon all of their commercial endeavors.

Volunteers and Trustees

MR. CULLMAN is commissioner of the Port of New York Authority, that amazing new instrument through which the states of New York and New Jersey are developing a terminal area covering some two hundred communities with ten million inhabitants within twenty-five miles of the Statue of Liberty. Most conspicuously they build bridges and bore tunnels under the Hudson River, operate them at a profit for the benefit of a sinking fund and presently turn them back free of cost and good for perhaps a hundred years of usefulness. It is from such a background and from his experience as president of Beekman Street Hospital in New York City that Mr. Cullman writes on the application of business principles to hospital administration. His article comes in The Survey's series on Volunteers and Trustees of which the following have been published: Why Is a Board of Directors? by Robert W. Kelso, in the October Midmonthly; A Volunteer Takes a Look Around, by Gladys E. H. Hosmer, November Midmonthly; Is It Trained Worker vs. Board Member? by Lillian Laser Strauss, December Midmonthly. Other articles are to follow.

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Downing Diphtheria

By CHARLES F. BOLDUAN, M.D.
Director, Bureau of Health Education, Department of Health, New York City

FOURTEEN hundred children saved from death and seventeen thousand others spared a serious illness is the three-year record of the Diphtheria Prevention Commission of New York City. Deaths from diphtheria had averaged 750 a year and cases ten thousand for the ten years preceding 1929, when Dr. Shirley W. Wynne, New York's health commissioner, organized the Commission, which represented the diversified interests of the metropolis, including leading citizens, a board of technical and editorial consultants, representatives of health organizations and of foreign groups. Edward Fisher Brown was appointed director.

The problem was to reach the parents of all young children, awaken them to their children's need for immunization against diphtheria, and stir them to action. Some of the difficulty of arousing public opinion in a large city may be judged from the fact that the campaign was conducted in ten languages: Chinese, Japanese, Polish, Greek, Yiddish, Italian, Syrian, Spanish, German, and English. As a first step in the campaign the chairman of the Commission, Thomas W. Lamont, gave a luncheon to representatives of metropolitan newspapers and explained the need for publicity to carry the knowledge of diphtheria prevention into every home. Of the 211 publications which gave generous support, 57 were of the foreign-language group.

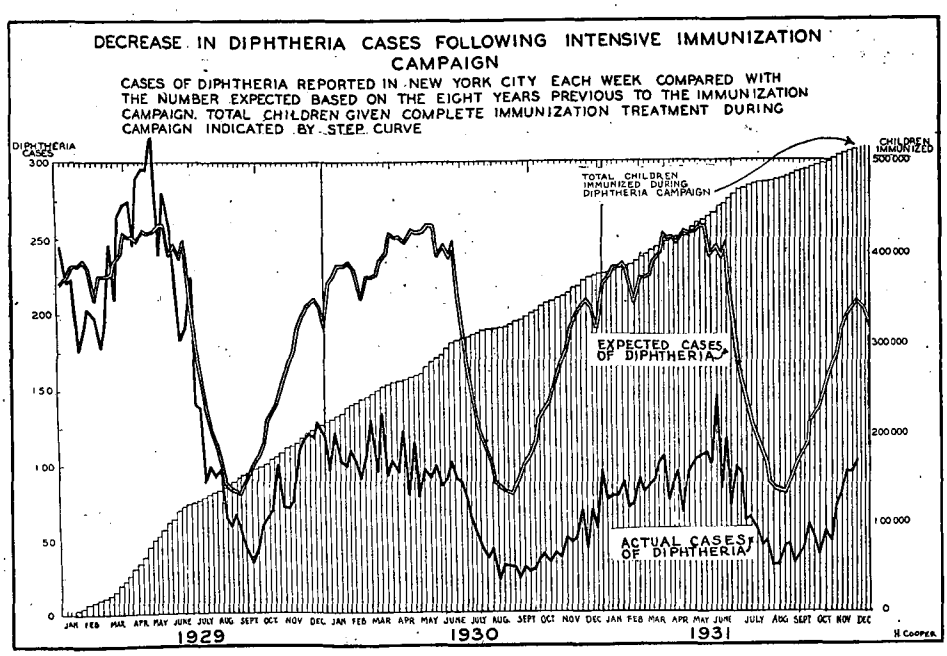
A warning slip sponsored by the county medical societies and the Department of Health was prepared for physicians to send to their patients calling attention to the need for and the means of protecting children from diphtheria. A display card with a message from Commissioner Wynne was sent to physicians to place on the table in their waiting-rooms. Arrangements were made for physicians to secure toxin-antitoxin prepared in the Health Department's laboratory at conveniently located drugstores. Many physicians agreed to do the toxin-antitoxin treatments for the fixed fee of $2 a treatment in cases where the child's parents were in moderate circumstances. From the beginning of the campaign the private physicians performed about 30 per cent of the immunization treatments, leaving the city's stations free to serve those who could not pay.

Baby-health stations—48 belonging to the Department of Health and 29 pediatric clinics and private baby-health stations—gave free immunization treatments through the five boroughs to those who could not afford to go to a private doctor. In 26 private clinics a small fee was charged, ranging from twenty-five cents to one dollar. In the summers, the Department of Health conducted immunization stations in the parks where poorer parents were accustomed to gather with their families, in public schools where playgrounds were open for the summer, and at the beaches. During the summer of 1929, six snow-removal trucks, lent by the Department of Street Cleaning, toured the city as clinics on wheels, distributing pamphlets and immunizing children in the poorer parts of the city during the week days and at the beaches over the week-ends.

In four neighborhoods—Bellevue-Yorkville, Bowling Green, Brownsville, and Harlem—special tabloid newspapers were issued in cooperation with local organizations which undertook its distribution to the homes of the neighborhood. The Boy Scouts of Brooklyn distributed a tabloid prepared for them for health credits.

FROM the beginning of the campaign, two letters have gone out to the mother of every new baby—one at the time of birth registration, calling her attention to diphtheria immunization for her child at the age of nine months, another nine months later reminding her of her duty to have her child immunized immediately. Letters also go out regularly to the parents of children reported unimmunized in the Board of Education school census.

Two painted signs and three of the largest moving electric signs blazed forth the message at important points and 500 billboard posters were displayed throughout the city. Six thousand posters and special window displays appeared on the windows of department-stores, chain-stores, drugstores,


DECREASE IN DIPHTHERIA CASES FOLLOWING INTENSIVE IMMUNIZATION CAMPAIGN
CASES OF DIPHTHERIA REPORTED IN NEW YORK CITY EACH WEEK COMPARED WITH THE NUMBER EXPECTED BASED ON THE EIGHT YEARS PREVIOUS TO THE IMMUNIZATION CAMPAIGN. TOTAL CHILDREN GIVEN COMPLETE IMMUNIZATION TREATMENT DURING CAMPAIGN INDICATED BY STEP CURVE
DIPHTHERIA CASES
CHILDREN IMMUNIZED
TOTAL CHILDREN IMMUNIZED DURING DIPHTHERIA CAMPAIGN
EXPECTED CASES OF DIPHTHERIA
ACTUAL CASES OF DIPHTHERIA
1929
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1931
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and the like. Nearly a half million placards were displayed in subways, elevated trains, streetcars, buses and ferries. Cardinal Hayes and Bishop Thomas E. Molloy issued pastoral letters which reached 500,000 families. More than a thousand radio talks, five hundred motion pictures and uncounted lectures reached groups of every kind—the general public, large community gatherings, and mothers' clubs.

This intensive educational work has resulted in the steady immunization of children, which in return has resulted in the steady decrease of diphtheria cases and diphtheria deaths —a greater decrease than the now historic decrease when antitoxin was introduced by the Department of Health in 1895 and deaths were reduced one half. As a result of the present campaign the deaths from diphtheria are less than one fourth of the average before the campaign began.

This educational campaign was made possible by funds provided by the Milbank Memorial Fund and the Metropolitan Life Insurance Company, which provided $70,000 a year, and about an equal sum was drawn from the Health Department's budget. The total of $140,000 a year represents only two cents per capita for the city's population of seven million. Thus an outlay of six cents per capita over three years has returned to New Yorkers the lives of fourteen hundred children, the health of many thousand more, the assurance that some half million children will never suffer from diphtheria, and the determination to fight on.

Reclaiming the Handicapped

THE national-state partnership in the vocational rehabilitation of physically disabled persons represents the first nation-wide attempt through governmental activities to reclaim handicapped citizens and make them economically useful. Governments have, in the past, assumed this obligation to soldiers but not to civilians.

In 1920 the bill, introduced by Congressman Bankhead of Alabama, was passed and within a year twenty-three states had undertaken the work. The number has since grown to forty-four. The original act provided a million dollars to be divided among the states according to population on condition that an equal amount was appropriated by the state. It is administered by the Federal Board for Vocational Education on the national side and by State Boards for Vocational Education on the state side.

The service is available to persons "disabled in industry or otherwise," provided the disability is permanent and is serious enough to be a vocational handicap. Beside the victims of industrial accidents it has given aid to victims of other accidents, to persons disabled by disease and to those having congenital defects. It has gradually built up a technique for expert vocational advice of the disabled, for suitable vocational training, and for placement on the job.

In administration the core of the rehabilitation work, and frequently the only direct personnel, consists of a staff of state rehabiliation agents. These persons are case workers who have a knowledge of vocational advisement and vocational education. For a long time the development of the rehabilitation work was hindered by inability to secure a larger staff. It was evident that each case worker could handle only a limited number of cases but opposition to increasing state personnel was so strong as to make increases in staff impossible. Recently in a number of states local communities, usually city school districts, are undertaking the rehabilitation work. As a rule the community puts on a full-time supervisor and is given some reimbursement by the State Board as well as careful supervision. When a rehabilitation agent decides upon training existing facilities such as public vocational schools, commercial colleges, trade schools, and the like are used.

The rehabiliation program has been in effect long enough to make a convincing demonstration of its possibilities. As the activity is financed and equipped at present it is certainly not reaching one fourth of the disabled persons who could profit by it, and probably the fraction is much smaller.

Recent progress in locating crippled children and in building special schools for them has brought forcibly to the front the need for sound advisement, sound vocational training, and proper placement for them. Consequently there is much pressure from this quarter for vocational service from the rehabilitation agency, and also from those interested in the tuberculous, the deaf and the deafened. To do justice by all the groups covered by the rehabilitation law would mean that a much larger personnel would have to be drawn into the work and a much larger sum would have to be available for training expenses.

The Federal Rehabilitation Law which was enacted in 1920 was general in scope but the authorization for appropriations was limited to four years. In 1924 an extension was secured for six years. In 1930 the act was again extended for a period of three years, and to make more money available in the states which had developed complete programs a provision was inserted that the amounts not claimed by states entitled to them could be reallotted to states which were prepared to do a larger work. Under this reallotment plan the number of persons rehabilitated increased from 4612 in 1929 to 5138 in 1930, despite the unusual difficulty in effecting placements last year.

The National Rehabilitation Association has had a bill introduced in the present Congress to continue the work indefinitely and to increase the annual amount of aid from one million dollars to one million and a half. This action is sought now instead of in the year the present grant runs out because in the short session in 1933 only scant attention could be obtained for such a matter. Further, additional money to meet the acute situation which faces the work should be available for the fiscal year beginning next July.

In asking for additional money the Rehabilitation Association points to three things in addition to the great pressure for increased service mentioned above: when the act was passed in 1920 the figure was fixed at one million dollars and it has remained at that amount ever since, although the 1930 census showed a 16 per cent increase in population; under the 1930 census many of the middle western states suffered a reduction in their allotments so that they are actually receiving out of the million dollars on the first allotment less than they had been getting during the previous decade, while at the same time in absolute numbers they have more persons to serve; the only country-wide agency which is taking care of the placement of physically handicapped persons is the rehabilitation service.

The bill which is now in Congress was introduced by Congressman Bankhead, the father of the original rehabilitation law. It is H. R. 4743 and in addition to having the backing of the National Rehabilitation Association it has been endorsed by the American Vocational Association, an organization comprising more than ten thousand persons interested in vocational education in all its phases.

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All in the Day's Work

By MARION D. GUTMAN
Jewish Children's Society of Baltimore

THE day begins at four A. M., when through the lifting fog of sleep, clearly, mercilessly comes the conviction that you have no idea where you put Stanley Cohen's record when you left the office last night. You had it when you were running around after your supervisor discussing a very difficult problem. You know you didn't file it. Horrible memories come out of the darkness about other people who have lost records. At last you drop off into a fitful sleep, waking to face an exhausted alarm clock registering fifteen minutes past eight.

At seven minutes past nine you alight from the streetcar, and impatient to know the worst, take the half block to the office at a gallop. As you enter you hear the telephone giving off your particular signal. The voice at the other end informs you that Eileen swallowed two jacks, relinquished them when stood on her head but is at present suffering from an extremely sore throat. Her foster mother is terrified of infection. You promise to come at once. You scan your calendar to see what you had planned for the day and find more things than you ever before accomplished in two days, with each thing starred to show its urgency. You had not listed Eileen's swallowing two jacks.

Eileen is transported to the hospital amid protests which make one doubt the tenderness of her throat. The injury is slight and the doctor informs us that there is no danger of infection. Eileen solemnly promises that she will never swallow another jack.

From Eileen you proceed at once to Mrs. Miller whose profound calm is showing signs of cracking. On Thanksgiving eve, Mrs. Nickols, a mental case, the mother of Mrs. Miller's foster child Tommy, suddenly appeared at the Miller home and asked for shelter. Mrs. Miller kept her but now finds the strain too great both on her and on Tommy. Mrs. Nickols spends her days in church, nags constantly under the delusion that she is being pursued, and goes to bed surrounded by her entire wardrobe.

We discuss the effect that her departure would have on Tommy, who regards his mother almost as his sweetheart with whom he has weathered many storms and perils. But Mrs. Miller is his rock and refuge. Mrs. Miller has already spoken to Tommy. She has told him that his mother must leave in order to find work. Tommy is reasonable, he knows the Millers are poor and seems to sense that his heaven-sent peace with Mrs. Miller is threatened by the presence of his fascinating but erratic mother. Mrs. Miller has offered Mrs. Nickols a little money to tide her over until she finds work, but she is worried about her relationship with Tommy. You build up her courage with warm assurance that above all Tommy needs her protection.

Your next stop is at the Rosenblum home, which you are trying to prepare to receive its son Harry, aged thirteen, who has been in a foster home for eight months. Harry, a behavior problem, was removed for purposes of training and discipline and is now ready to return, were his home ready to receive him. Unfortunately it is not. Mr. and Mrs Rosenblum are devoted parents but are constantly and unfailingly in opposition to each other. At present the source of discord is sixteen-year-old Tillie, who is just beginning to feel her age. Mrs. Rosenblum says she is lenient because Mr. Rosenblum is strict, and Mr. Rosenblum says he is strict because Mrs. Rosenblum is lenient. Tillie has not spoken to her father for three years because whenever he talks to her he hollers.

You tell Mr. Rosenblum that the patriarchal days are gone and that he has to act like a regular American parent. He cannot command his children, he must request. You tell Mrs. Rosenblum that she is spoiling Tillie by not giving her any responsibilities. Mrs. Rosenblum says that Tillie often helps her around the house. At this Mr. Rosenblum, by shouting three syllables, conveys the impression that in his opinion his wife is not telling the truth. You leave discouraged, knowing that success is in the dim future if ever.

WITH chattering teeth you embark upon your next visit, which is to a foster-home applicant. You have had a casual conversation with her previously in which you found out how much her husband makes, whether she gets along with her daughter-in-law, if the family takes The American Mercury or The Saturday Evening Post, how much she knows of the merits of spinach versus broccoli, if she slaps her children in the face or elsewhere, whether there was ever any smallpox, tuberculosis, arthritis, toothache or measles in the family, and whether she is in the habit of using hair or feather mattresses. But that isn't enough. True, it was formerly considered pretty fair, but now we have to make absolutely certain of sexual equanimity. The theory is fine. But the applicant in question is an impressive woman who has borne nine children and buried three, and who came to this country as a bride ten years after the Civil War. If you had known her then it would not have been so difficult, but after fifty years it's hard to revive her memory about sex conflicts. As you steel yourself to broach the matter you learn with great relief that she has decided not to take in children.

You are now due at Mrs. Caplan's to whom you are committed for a weekly visit for the purpose of advising her upon the discipline of her versatile four-year-old foster son. As you ring the doorbell you hear the approach of a small patter, the curtain is pulled aside, and the patter makes a swift retreat. You are admitted by the foster mother of whom you inquire why Sammy of the enormous black eyes, who usually greets you with a crooked smile, has this time fled at the mere sight of you. Mrs. Caplan is small and plump, with dancing black curls and dimples. She is merry and kind, but not so bright.

She informs you that during the past few days Sammy has fallen into the washing-machine, messed up the icing of two freshly baked cakes and burnt out the fuse of the electric iron. She has idly threatened him that the next time you come you are going to take him away. That's why he's hiding. She indicates a small form crouching behind the scanty tablecloth. You sympathize with her difficulties and

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then point out what a wrong she has done in telling the child that he will have to leave her.

"Did you ever hear of something called a feeling of insecurity?"

"No, what is it?" she asks earnestly.

"Well, it's something like this. Your own little boy knows that next year and the year after that he'll be living with you, that this is his home and that he'll always belong here. But Sammy can't feel like that. He knows that you are not his own mother. He's lived in other places and he can't be sure that next year and the year after he'll be living with you. But he hopes so. Now when you tell him that he can't stay with you any more, he feels all alone, he has no place to go, no one to whom he belongs. He feels unsafe. Think how terribly unsafe he must feel."

Foster mother is listening closely. "Do you think he figures all that out?" she asks.

"No," you answer, "but deep down that's the way he feels. He can't help it—that's what is meant by a feeling of insecurity."

"Feeling of insecurity," she repeats.

"Now," you continue "when you're worried, either because you have bills you can't pay or because you've had a fuss with your husband, you let it out on people. You can't help it, everybody does."

"That's right," she answers.

You enlarge upon this theme. "So, when Sammy is worried about not belonging anywhere, he lets it out by fooling around the washing-machine or messing up cakes or breaking the electric iron. The way to stop him is to let him know that he belongs here, no matter what he does. Punish him in other ways, but never tell him that he's going to be taken away."

"I understand it now," she answers.

"And next time," you threaten, "I'll tell you what is meant by an inferiority complex."

YOUR next stop is a routine visit, long overdue, to Mrs. Blumberg. Mrs. Blumberg is young and pretty with shining blue eyes and a bewitching smile, which may be part of the reason why she cares for five children (three natural and two acquired) with perfect ease. The other part of the reason is her intuitive wisdom and understanding of the hearts and minds of children. The two acquired children, Allen and Herbert, aged four and two respectively, are outside, so free discourse concerning them is possible. She informs you that young as they are, the differences in the two children are clear-cut and startling. The younger one, Herbert, is an arrogant, stubborn little swaddling who must have occasional punishment. Allen, on the other hand, is dreamy and sensitive, and tones of pleasure or displeasure are the only guide which he requires. Mrs. Blumberg says that whenever a child does something her first thought is, "Why did he do it?" The offense, to her, is not nearly so important as the motive. You tell her that this is the essence of child-training. You leave her with a glow about your heart, born of your confidence in her goodness and wisdom.

Thinking of a nice, restful lunch hour you then drop in at the office to be greeted by information that the family agency must have by sundown a home for a suicidally-minded girl and must tomorrow have a place for a baby from the Florence Crittenton Home. You know just the place for the baby and you dash to the phone to clinch it.

Irene, aged twelve, the last of the Hurwitzes, is at the Nose and Throat Clinic, receiving treatment. You decide to meet her there for a long planned talk. She is the youngest of three sisters renowned for their beauty if not their virtue. Irene has been showing great interest in the activities of her sisters and you would just as soon she did not get her sex information from them. You have decided to give her a straight-from-the-shoulder sex talk, according to the principles of the best child-study groups.

When it comes to a discussion of her personal code, it is somewhat difficult. Should you lay down the strict moral code of the great queen, or should you try to imbue her with the spirit of tolerance? You conjure up all the charms of a home setting compared to the hunted life of a woman whose actions are a bit irregular. The differences between a casual beau and a steady are pointed out. "I know," says Irene. "You like him [the steady] like you like your mother, because after all he's going to be in the family too."

FROM Irene you hasten to a staff meeting concerned with the problem of illegitimacy. Everyone is on the edge of her (or his) chair watching with sharp-eyed cunning for the moment when the person talking will have to pause for breath. After an hour of animated talk and enforced listening, the meeting breaks up to continue in little knots in the corridor and elevator to the great elevation of the elevator boy.

You tear yourself away at a quarter to six as you have a supper date at six with two of your sub-deb group, sisters, aged sixteen and seventeen. Both are pauperized children who believe that the world in general and "the Society" in particular owes them a living. Mollie, the elder, flies into violent rages when the question of self-support is discussed. Sarah, the younger, shrugs it off, "Me, I haven't got any money to pay board with." To these girls you have always been associated with unpleasant discussions frequently ending in violent scenes. You realize that until you are associated with something pleasant, until you are something more than a driving force, you cannot change their attitude.

Conversation proceeds easily and pleasantly during the toasted sandwiches and hot chocolate. At the end of the meal they are rather pathetic in their expression of appreciation. At the movie, the second part of the evening's amusement, they make earnest and valiant efforts to pay for you. You explain that this time the evening's on you but some other time they will have the opportunity. You part devoted and eternal friends.

At ten you return home, ready to call it a day. A message awaits you. Arrangements have been made for the body of five-year-old Florence to be kept at the hospital overnight. The shock is terrific. You knew when you took her there yesterday that pneumonia had established its hold but you had not expected this news. True, the end has not come yet, you learn upon further inquiry, but it is expected at any moment. You are to keep in touch with the hospital and when the end does come, to phone at once to the executive secretary, who will communicate with the Free Burial Society. You comfort the sobbing foster mother and glance in at the little white form in the hospital cubicle. The end did not come that night. Incidentally, this afternoon (two weeks later) when you visited Florence she was consuming soup with anything but angelic noises.

Four in the morning, and through the lifting fog of sleep clearly, mercilessly comes the stabbing remembrance that you forgot to look for Stanley Cohen's record.

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A Tri-City Unemployment Program

By BEULAH AMIDON

HOW much can an ordinary American community find out about the causes of its own unemployment and the remedies for it? Why is John Jones out of a job while James Smith manages to keep going? How may a community so set up a scheme of vocational guidance and training that the maximum number of potential wage-earners will be equipped for occupations for which they are fitted and at which they have more than an even chance for steady work? What is the quickest and least wasteful way for a community to connect men and jobs?

These are urgent questions to which answers are being sought by what is perhaps the most thorough-going study of unemployment yet launched in this country, undertaken by the newly organized Employment Stabilization Research Institute of the University of Minnesota, backed by university funds and substantial grants from the Rockefeller Foundation, the Carnegie Corporation and the Spelman Fund.[1]

The scheme for the Institute grew out of a series of local unemployment studies undertaken at the request of the United Charities in St. Paul, under the direction of Prof. William H. Stead of the university's School of Business Administration (see The Survey, March 15, 1930, page 704). The new organization centers its work in Minnesota's three leading cities—Minneapolis, St. Paul and Duluth. Russell A. Stevenson, dean of the School of Business Administration, is director of the Institute, and Professor Stead is serving as secretary.

Two committees guide the work of the Institute as a whole. The planning committee represents the varied techniques and disciplines being used in the investigation, and has twenty-two members from the departments of sociology, economics, enginering, education, medicine, psychology, a statistician, a public-school administrator, and so on. The Tri-City Employment Stabilization Committee is the contact committee between the Institute and the community. It is made up of three representatives of the state government (the governor, the industrial commissioner in charge of public-employment offices representing labor, one representative employer appointed by the governor); three reprerentatives from each of the cities (the mayor, a labor member and a representative of local employers) and three university-faculty members appointed by the president.

Each of the Institute's research projects has its own chairman, and such committees, research groups and clerical assistants as the particular undertaking requires. The three pieces of research and planning now going forward are: a group of related studies of the economic aspects of unemployment, known at the Institute as "Project I"; individual diagnosis and retraining, based on case-study procedure; the development of public-employment agencies.

Project I has three objectives: To ascertain how industrial changes are affecting the volume and character of employment in this region; to find the types of vocational training and guidance needed under modern industrial conditions; to determine what changes in business organization and management would help stabilize employment. As source material those in charge of the project are using data gathered and compiled by federal and state governments and other semi-public and private institutions, and the local studies made under Professor Stead's direction, before the Institute was established. The latter include month-to-month data on employment in manufacturing, distributing, public-utility and financial concerns in the three cities, all of which are being continued by the Institute. This information is being supplemented by four major surveys: individual case histories of four thousand unemployed wage-earners; a survey of five hundred manufacturing, marketing, public utility and financial concerns in the three cities to find out what plants and industries have contributed most to unemployment and why, and also to learn the factors which have given other concerns a steady employment level; a detailed job analysis of a wide variety of industrial concerns; a survey of the concerns that have failed or moved away from the three cities in the last five years, and also of the new concerns that have located in the three cities in the same period, to determine the causes for the migration of industry from and into this region.

THE goals of the second project are "to test various methods of diagnosing the vocational aptitudes of unemployed workers; to provide a cross-section of the basic re-education problems of the unemployed; to demonstrate methods of re-education and industrial rehabilitation of workers dislodged by industrial changes." The Institute plans to carry four thousand individuals through clinics organized in the three cities, which have staff members from the fields of social work, psychology, medicine, industrial education, personnel administration and management. The clinic experience of each individual includes a detailed interview covering his or her vocational and educational history, vocational tests, and a physical and medical examination, conducted with an eye to detecting defects or conditions that might limit occupational fitness.

Dr. Stevenson illustrates this clinical procedure with the case of a twenty-year-old boy who had had no vocational training, had worked at "dead-end" jobs for three years and had been out of work for some months. He had unusually high speed and dexterity of fingers, excellent mechanical aptitude, fairly good intelligence, stable personality. On the liability side of his ledger he was found to have a deformed chest (not noticeable in street clothes), little clerical aptitude, slight deafness, untidy appearance, limited physical strength and endurance. After conferences between staff members and the young man, watch-repairing was decided upon as the trade that would make the best use of his assets. The boy was assigned to a retraining specialist who is working out a program with him and helping him (and his parents) see the advantages of using the unemployment period to acquire a skill which will be marketable

[1] The Minnesota Unemployment Research Project, by Russell A. Stevenson. Employment Stabilization Research Institute, Vol. I, No. 1. University of Minnesota Press, Minneapolis.

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under normal employment conditions, and which will give him real satisfaction in his work.

The third project the Institute views as a testing-ground for some of the techniques developed in the first two. The state-city employment offices in the three cities have been put under the "advisory control" of the Tri-City Employment Stabilization Committee. Public funds for developing the free employment agencies are being supplemented by the Spelman Fund, with the proviso that responsibility for the supervision and enlargement of the service be taken over by the Committee. On the theory that it is possible for properly organized offices with a trained personnel to afford complete free placement service for those seeking work and satisfaction to employers as well, the Tri-City Committee has set up four objectives:

To establish a unified system of labor clearance, coordinating the activities of all placement agencies that serve a useful community purpose, clearing job information through the public exchanges;

To establish in the public offices adequate statistical indices of employment and industrial trends and conditions in each city;

To introduce scientific techniques for the diagnosis of individual aptitudes and qualifications on the part of all job applicants;

To provide sufficient personnel and equipment for adequate contact with employers and for administering effective selection and placement procedures.

Definite steps toward these goals have already been taken. An additional office has been opened in each city to handle white-collar workers of both sexes, and the skilled and semi-skilled departments of both the men's and women's offices are being expanded. The offices are being moved out of the casual labor district to locations more accessible to the higher type industrial worker, with space for private interviews and for more rapid handling of applicants. A new system for making contacts with employers has been worked out. The existing staff is being reorganized through a training program. Though it is planned eventually to have the offices equipped for handling technical personnel problems, at present applicants are sent to the Institute clinics for examination and the clinic reports are used in making placements.

NOT all communities have the resources for so ambitious a program of studying and dealing with unemployment on a community basis. But the Minnesota Institute, while it promises data and methods that will be invaluable to other states and cities, also points out lines of inquiry and effort that can be usefully followed on a smaller scale. At the same time it dramatizes the need for such study and experiment. As Lotus D. Coffman, president of the University of Minnesota, points out in a foreword to the Institute's first bulletin:

In the sodden tracks of economic depression, unemployment, with its tragic consequences comes stalking along.... No one knows how many of the unemployed are incapacitated wholly or in part, mentally and physically. No one knows how many are capable of work, how many may be retrained or re-educated. Nor do we know what industries are on the down-grade and are contributing most to unemployment as compared with those on the up-grade. Then there are the problems of the relation of age to employment in various occupations, and the effect of unemployment on family relations and crime. These are but a few of the questions that are suggested when one considers the problems of unemployment in their broader aspects. Certainly we shall arrive at no sane solution of these matters until we have the facts.

Federal Relief, When and If

WHEN, as and if federal relief for unemployment distress becomes a reality its form and method will be influenced, it now seems probable, by the knowledge and experience of social workers. Since mid-October a group of them informally organized as the Social Work Conference on Federal Action has been at work developing material and formulating suggestions on the allocation and administration of federal aid. Although members of the group are associated with authoritative agencies their action was taken as individuals and in their proposals they speak only as individuals, not as representatives of agencies.

The conference and its active steering committee has not promoted any program. It has studied three subjects:

Methods of allocation and administration of federal aid for unemployment relief; chairman, Joanna C. Colcord, New York.

Federal aid for public works; chairman, the Rev. John D. O'Grady, Washington, D. C.

The adequacy of existing resources in state and local areas for unemployment relief; chairman, Frank Bane, Richmond, Va.

The recommendations of Miss Colcord's committee endeavor to assure that any federal funds shall be kept free from political manipulation, shall be allocated on the basis of need, shall stimulate local and state effort, shall raise rather than lower existing relief and administrative standards and shall strengthen existing public-welfare agencies.

The report of Father O'Grady's committee concerns itself chiefly with the expansion of road-building as the most practicable possibility for an immediate public-works program affecting this winter's situation. It recommends appropriations of $339 million to maintain in 1932 the same rate of road-building as in 1931, and an additional emergency appropriation of $240 million.

The report of Mr. Bane's committee outlines the data which should be available as a basis for determining the extent of the need for federal supplementation of unemployment relief funds.

The complete reports of all three committees together with a digest of the arguments for and against federal relief and a statement of the conclusions of the Steering Committee may be secured from the acting secretary, Helen Crosby, 130 East 22 Street, New York.

While the social workers were still in the throes of formulating their thinking and clarifying it with discussion the usefulness of their effort became apparent. From more than one senator and representative in Washington came requests for information and for suggestions in advance of framing legislation. Social workers were called into conference with the status of experts.

At this writing two bills providing for federal cooperation with the states for the relief of the unemployed have been introduced into the senate:

1. By Senator Edward P. Costigan of Colorado, Senate Bill No. 174. Referred to the Committee on Commerce, Chairman, Senator Hiram Johnson of California.
2. By Senator Robert M. LaFollette of Wisconsin, Senate Bill No. S. 262. Referred to the Committee of Manufacturers, Chairman, Senator LaFollette.

Copies of these bills may be secured from the clerks of the committees named or from individual senators. Public hearings have already been held before the committees named with social workers called on to testify. Both bills follow in the main, though not in all details, the recommendations embodied in the report of Miss Colcord's committee.

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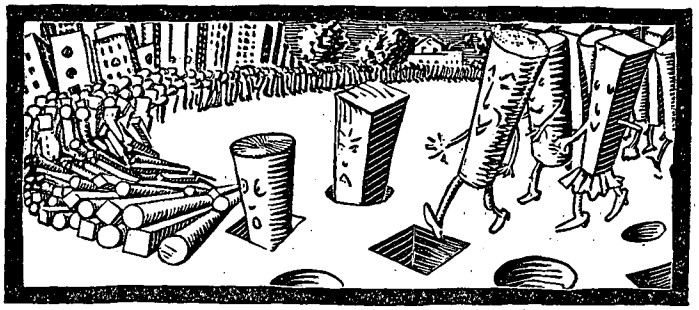

SOCIAL PRACTICE

Where the Load Is Heavy

THE results of unemployment on family societies, their finances, their standards, their policy and their practices is being gathered in month by month by the Family Welfare Association of America and recorded in a monthly summary edited by Margaret Wead and distributed as a supplement to the regular news letter. One hundred and sixteen agencies, selected to give an adequate geographical distribution, are participating in the continuous study, submitting regular comparable data. The most striking changes noted among the agencies is the increase in volunteer and semi-trained staff, the desperate effort that is being made to cling to a budget as a basis of relief, and the increase of relief in kind and in the distribution of clothing as relief. A considerable relaxation is evident in the routines of investigation, in recording and in the policy of closing cases. The summary, which affords a clear and definite picture of the way family case-work standards are holding up under unprecedented pressure, may be secured without cost from the Association, 130 East 22 Street, New York.

New Skills for Girls

THE out-of-work girl has so inundated social agencies in New York this winter that it is the rare organization that has not revamped its program to try to cope with her needs. The Girls' Service League of America, for instance, which in normal times emphasizes its protective program, has practically turned its clubhouse into a re-training center to equip girls for more than one kind of job when and if there are jobs for them. Most of the girls who come to the League are young stenographers, typists and clerical workers, a field hopelessly overcrowded. To give them a spare vocational tire the League has organized a workshop to teach pasting trades, decorative arts and hand sewing where it pays a tide-over wage of $6 to $10 a week. Since the domestic field is one of the few that offers security and a living wage a housekeeping training center has been started to fit girls for mothers' helpers. Both units are a part of the Vestibule School, as the League calls its courses by which it fits young girls, untrained in every way, for the routines of employment.

In the Lee of the Black Maria

THE littlest playground in New York has moved indoors. Just about as big as a minute, the playground was built out of nothing by Jonah J. Goldstein, one of New York's city magistrates, because he couldn't bear the thought of young children exposed to the sordid atmosphere of the Court of Domestic Relations. Of course that court does not deal with children, but children are after all its chief concern and the dreary mothers who come to battle for their rights must perforce bring the children with them. For hours the little creatures fret around the courtroom listening to details of quarrels and recriminations. Judge Goldstein couldn't stand it. But what to do? At long last he found a pocket handkerchief of unused space—an overhanging shed at the end of a driveway where the Black Maria was parked every day. An unemployed painter, pressed into service, decorated the dingy walls with make-believe fences and nodding hollyhocks. The spidery old shed was transformed into a playhouse. A nurse detailed from the Department of Health took charge. Crackers and milk came on the scene. Out of the most unlikely materials in the world Judge Goldstein at a cost of $48 had his playground and was able to exclude little pitchers from his courtroom. Domestic battles raged indoors to the tune of London Bridge outside the windows.

Then came cold weather, and even the bulk of the Black Maria could not shield the gay little playground from wintry winds. Again fretful children filled the courtroom. So once more Judge Goldstein had to look around. This time he commandeered a small railed inclosure off the main corridor which wasn't used enough to count. Little tables and chairs and a few toys were collected and the nurse and her milk bottles were moved in. It's a queer place for a playroom and many visitors to the building haven't the least idea what it's all about. But Judge Goldstein knows: a Court of Domestic Relations may concern itself with children, but the courtroom is no place for them.

Judge Goldstein firmly believes in a closer link between social work and the inferior courts where in New York more than a million people annually have contact, often their first, with the machinery of the law. He has experimented successfully with a trained social worker attached to the court (see the Survey, August 15, 1931, page 461). But when he cannot get what he wants he does the best he can with what he has, even to building a playground in the shadow of the Black Maria.

Old Folk Are Notional

PLANS for new institution buildings are not much in evidence these hard times but just in case, Stanton M. Strawson, deputy commissioner of the Westchester County, N. Y., Department of Public Welfare, makes a plea that the single large recreation room in homes for the aged be abandoned and as many small rooms as possible be substituted for it. Small sitting-rooms permit the old folk to be as notional as they like and remove the cause of much bickering. Smokers and non-smokers may have their own retreats, radio-haters and radio-lovers need not cross swords and quiet folk may have a refuge from the active and garrulous. Westchester County has tried the idea and knows.

Conn. Dept. Public Welfare

When Boys Grow Up

WHAT becomes of boys after they pass through the boys' club stage may not be a scientific measure of the efficacy of the clubs' influence on their character, but at least it is evidence. Robert C. Colangelo, director of vocational and educational guidance of the Worcester, Mass., Boys Club, set himself the task of discovering the present status in the community of the 3533 boys who had been members of the club from 1915 to 1918, all of whom had started from scratch with no advantage and with slight economic background. He established contact with 2364 of the boys, now men around thirty years of age, and found that by and large they have risen far beyond the economic condition of their parents. Of the number located 2283 are in gainful occupations, fifty-three are students, nineteen are in the army or navy, five are invalids, and four are in jail. Occupations range from high executive

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or professional positions to common laborers, of whom there are 273. Nearly half of the whole number had acquired some highschool or college training. More than 40 per cent had married and were maintaining successful homes. An examination of police and court records disclosed that in fifteen years only 168 of the boys had been in conflict with the law, their difficulties including such offenses as trespassing, breaking glass and operating automobiles recklessly.

On the whole the study showed that the Boys' Club alumni rated well above the average as citizens. How much influence the club had in their community adjustment Mr. Colangelo does not attempt to measure, but he challenges anyone to prove that it didn't help.

Public Service for Volunteers

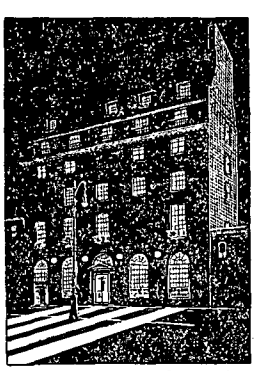
BECAUSE volunteers are more often associated with private than with public social work the success of the Department of Child Welfare of Westchester County, N. Y., with volunteer workers is particularly interesting. The Department, which is under the jurisdiction of the commissioner of public welfare, has found a gold mine in former professional workers now married and presumably at leisure, who under the stress of the winter's emergency are turning to with regular if not full-time service. They assist in office interviewing, and case work and in directing the efforts of volunteers.

One of the most active and useful of the lay volunteer groups in the county is the Scarsdale Junior Service League, the provisional members of the Junior League. Eight of these girls are doing regular volunteer work under the guidance of Gladys Fisher, director of the Department. The first duty assigned to them is usually to chauffeur children back and forth to clinics. "When the volunteer understands the background of the child," says Miss Fisher, "gains an insight into his personality and knows the plans for him, this routine job becomes purposeful and interesting." Five members of last year's Junior League group are assisting with case work and several others are giving clerical help and motor service. These same Scarsdale girls are of great help in taking back and forth to the handicraft classes, provided by the Westchester County Recreation Commission, the children in temporary homes who are awaiting the final decision of the court either for return to their own families or for permanent placement. Another group of lay volunteers assists with the recreational interests of the children and with school and occupational contacts.

This year the Department has working with it a group of students from the New York School of Social Work, Sarah Lawrence College, Scudder School and Teachers College. They work under a regular planned schedule with a staff supervisor giving half-time to the program.

New Life in Old Houses

IN Greenwich Village, New York, under the shadow of Greenwich House, social workers are making a new attack on the old problem of getting boys off the street. The settlements are crowded to the limit, and still the boys swarm the streets. Here and there all through the Village are empty old houses held by real-estate speculators. Why not let the boys use them? Things happen fast when an idea like that is born at Greenwich House, and almost overnight the Block Recreational Project was set going. The West Side Council of Social Agencies offered auspices, Greenwich House offered Mildred Oliver as executive and Columbia University offered Frank Kaplan as field director. Commissioner Henrietta Additon of the Crime Prevention Bureau, Frank P. Beal of the Community Councils and Mary K. Simkhovitch of Greenwich House rallied an executive board. Permission to use three houses was promptly secured from their owners, and the boys were turned into them to do their own cleaning, repairing and equipping with such volunteer supervision as could be mustered.



Annual Report, Greenwich House

And did the boys like it? You should see them! Each gang has a floor where it can tinker to its heart's content. Most extraordinary furnishings are dragged in—but the boys are satisfied. One club fitted up its "shack" at a total cost of $2.60. Back areas have been cleared for outdoor games. A skating rink is hoped for. Of course there is little or no money, but that does not seem to make much difference.

The organizing group has its eye on half a dozen more old houses which it hopes to get hold of. It wants one in every block. And it has an idea that the result of its efforts will constitute an impressive demonstration in prevention of delinquency.

Timely Topics

SOCIAL PLANNING IN COMMUNITY CHESTS AND COUNCILS. 47 *pp. Price* 50 *cents.*

BUDGETS IN A COMMUNITY CHEST, WITH SUGGESTED FORMS FOR ANNUAL BUDGETS AND FOR MONTHLY REPORTS. 44 *pp. Price* 50 *cents. The Association of Community Chests and Councils,* 1810 *Graybar Building, New York.*

THE A.C.C.C., moving as rapidly as may be toward the completion of a handbook on community chest administration, is wisely releasing the various chapters as soon as they are ready. Four chapters of the final volume are here included.

A SUGGESTIVE BUDGET FOR FAMILIES OF LOW INCOME. *The Council of Social Agencies,* 1418 *Eye Street, N. W., Washington, D. C.* 52 *pp. Price* 35 *cents.*

AN EXHAUSTIVE revision of an earlier study with prices brought down to October 1931. The material was compiled by a committee of expert social workers headed by Clyde Schuman of the Red Cross nutrition service.

THE ORGANIZATION AND ADMINISTRATION OF PUBLIC RELIEF AGENCIES, *by Rose Porter. The Family Welfare Association of America,* 130 *East 22nd Street, New York.* 64 *pp. Price* 35 *cents.*

A STRONG statement for more highly individualized methods, non-political personnel and a philosophy and long-time program for public relief.

SETTING UP A PROGRAM OF WORK RELIEF. *By Joanna C. Colcord. The Russell Sage Foundation,* 130 *East 22 Street, New York.* 24 *pp. Price* 25 *cents.*

PRINCIPLES of organization and integration by which work relief may be made a valuable adjunct to a relief program. This is a pre-print of a section of a forthcoming book, Emergency Work Relief, based upon studies made in 1931 in thirty American cities.

OUR vocabulary is growing. Two years ago we talked about "made-work." Last year is was "work-relief." Now Ralph G. Hurlin of the Russell Sage Foundation adopts "wage-relief." Then along comes the American Red Cross with "labor-relief" in Managua. But it's all a pretty poor substitute for a real job.

NEW JERSEY, in its investigations preliminary to initiating old-age relief, has made the interesting discovery that it has the smallest ratio of persons advanced in years of any of the four states which have comparable pension laws. Approximately 108,000 of the state's citizens are over seventy years of age. Of these 11.4 per cent, it is estimated, will require the state aid of a dollar a day.

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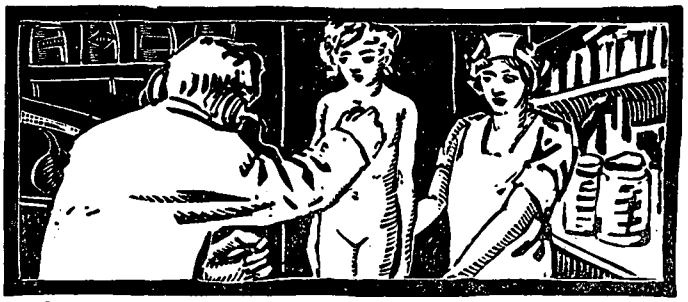

HEALTH

More for Middle-Class Patients

MT. SINAI HOSPITAL in New York has recently opened a new unit expressly designed to meet the needs for patients of moderate incomes. The physical design of the building permits the economy of group cooperative nursing, in three eight-hour relays, saving the patient the cost of a private nurse. Bed accommodation in semi-private roooms is offered at the rate of $35 a week, while the staff of physicians and surgeons has under consideration a voluntary limitation of professional fees for patients in this service. The cost of hospital and nursing care in the new building is less than one half the present average charge for private care.

Instalment payment of doctors' bills was advocated at a recent meeting of the New York County Medical Society by Dr. Morris Rosenthal, chairman of the Society's committee on economics. Dr. Rosenthal suggested that a financing company be created which, upon investigation, would advance to the person in need of medical care a sum sufficient of pay the doctor's initial fee and would continue to meet further necessary medical bills. The company would later collect the amount from the patient in small instalments plus a slight charge for financing and collection.

Three Community Studies

A WORKING pamphlet for use by communities in following up the findings of the White House Conference on Child Health and Protection has recently been published under the title Three Community Studies. Section I of the pamphlet contains a brief statement of outstanding points in the report of the need for organized public-health service, and of reports of the sections on education and training and on the handicapped child, with a suggested bibliography on each topic. Section II gives questions to enable a community to evaluate its own resources in these fields. The pamphlet may be obtained from the Conference Office of Public Relations, Room 1402, 450 Seventh Ave., New York. Single copies free. On quantity orders a distributing agency may have its own imprint: rates according to quantity, from $6.57 per 100 to $92.40 per 2000 plus transportation. If the imprint is not desired, the price is $4.32 per 100, f. o. b. New York.

Mental Disease Among Jews

THE common belief that there is a higher rate of mental disease among Jews than among non-Jews is contradicted by facts recently reported to the National Committee for Mental Hygiene by Benjamin Malzberg, assistant director of the Statistical Bureau of the New York State Department of Mental Hygiene. Examination of the records of admission to state hospitals in New York, Massachusetts and Illinois shows, on the contrary, that the Jewish population has far lower rates. In 1927 in New York State, for example, the rates of first admissions were 42.3 per 100,000 of population among Jews and 75.1 among non-Jews. A further analysis of all admissions from New York City to all classes of institutions, public and private, for the treatment of mental disease showed rates of 40.0 and 78.4 among Jews and non-Jews respectively. These figures are believed significant since they cover a Jewish population of more than 1,700,000. Massachusetts with a smaller Jewish population showed respective rates of 31.2 and 73.6 for Jewish and non-Jewish groups in first admissions to state hospitals from 1926-8, while the corresponding figures for Illinois in 1927 were 29.6 for Jews and 64.2 for non-Jews.

"Jews, especially the great mass of Jews from eastern Europe, appear to be excessively emotional in their behavior," Mr. Malzberg declared, "and it followed, almost like a corollary, that an excessive display of emotion must be associated with a greater tendency toward mental disease. This hypothesis also fitted in with the facts of Jewish history from which it was deduced that mental instability would be a likely consequence of Jewish modes of living in past centuries." Such theories, despite their apparent plausibility, must nevertheless be put to the test of verification, and when this is done it is discovered that "all references to the alleged effect of consanguinity, persecution and urbanization upon the mental health of the Jew are gratuitous."

Nurses for Social Hygiene

SOCIAL hygiene institutes for nurses arranged by the Divisions of Public Health Nursing and Social Hygiene of the New York State Department of Health were held recently for two days each in Albany, Syracuse and Buffalo. More than three hundred nurses registered for the meetings, at which leading clinicians, dermatologists, bacteriologists and others spoke on public-health aspects of the veneral diseases and the place of the nurse in meeting the problem. In a recent bulletin of the federal Public Health Service facts are cited by F. L. Roberts, county health officer of Gibson County, Tenn., to show that since 1920 in the area in which syphilis is reportable there are records of thirty-five thousand more cases of syphilis than of scarlet fever; seventy-nine thousand more than of all forms of tuberculosis; three times as much syphilis as smallpox and five times as much syphilis as typhoid fever.

The Westchester County (New York) Department of Health has widened its interest in veneral disease control by offering the services of its social-hygiene nurse in the follow-up of delinquent syphilitic patients of private physicians. One physician gave the nurse the names of eight patients who had failed to return for treatment. She visited the patients and obtained from each a promise to continue treatment. When the physician was informed of the results of the follow-up, he gave her an additional list of fourteen delinquent patients.

Spending Food Money

IF there are children in the family, the federal Bureau of Home Economics advises, spend 25 cents of each dollar available for food for milk and cheese; 25 to 30 cents for vegetables and fruit; 15 to 20 cents for bread and cereals; 20 to 15 cents for butter, lard or other fats, and sugar or molasses; 15 to 20 cents for meat, fish and eggs. A family of adults would need less milk and cheese and correspondingly more vegetables and fruits. This advice is included in a leaflet, Getting the Most for Your Food Money, just published by the Bureau of Home Economics and the Extension Service of the U. S. Department of Agriculture. Two suggested market lists are given for a family of five.

Other new publications on nutrition include a one-page dodger for mothers, published by the federal Children's Bureau and the Bureau of Home Economics, on How to Spend Your Limited Food Money. The American Child Health Associa-

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tion, 450 Seventh Ave., New York, has issued a new leaflet, Food at Low Cost, by Lucy H. Gillett, giving directions for the use of each of the five groups of food, thrift suggestions, and weekly grocery orders.

From the Temporary Emergency Relief Administration in New York State come suggestions for food budgets, advising $2.75 a week as the minimum food allowance for an adult living alone; from $2.14 to $2.81 weekly as the allowance for the man in a family, depending upon the amount of physical labor he is doing, and $2.14 as the minimum allowance for a woman at hard work. A 20 per cent increase is advised in cases of ill-health, malnutrition and pregnancy. Bottle-fed babies have an allowance of about $1.25 a week. "Adequate food allowances are essential," declared Harry L. Hopkins, executive director of the Administration, "and no useful purpose is served by allowances which fail to provide sufficient nourishment and result in malnutrition and possible sickness."

East Harlem Goes to the City

THE East Harlem Health Center in New York, which has been carried on for the past ten years as a demonstration by the Red Cross and twenty-one voluntary agencies under the leadership of the Department of Health, has been transferred as a going concern to the city with the use of the building rent free until such time as the city shall construct a building of its own in that area. For the five-year period prior to 1921 when the demonstration began, the deathrate in that district averaged 15.34 per 1,000 of population. Last year it was 10.76 in contrast to the rate of 14.32 for the borough of Manhattan as a whole and of 10.76 for all of New York. A new service has recently been started at the center by the institution of an evening dental clinic for prenatal patients who are unable to pay a private dentist's fees. Patients may be referred by clinics or physicians in the district. There is no charge for an examination, while the fee is 50 cents per operation, with rates of $10 and $15 for full and partial plates. The clinic is under the auspices of the Tuberculosis Committee of the Association for Improving the Condition of the Poor, one of the group of voluntary agencies cooperating in the work of the health center. An evening dental clinic is held also for young women referred by the girls' clubs and similar agencies.

Two municipal health centers have opened in New York and sites obtained for two others in the chain of sixteen projected by Mayor Walker. However as the result of intensive study the Committee on Neighborhood Health Development, comprising forty-seven representatives of medical, health and social agencies, has reported that at least thirty are needed as an "indispensable background" for public-health work in New York City.

Grading Goes On

AT the semi-annual meeting held several weeks ago the Committee on the Grading of Nursing Schools decided to continue its work for two more years if hoped-for financial support can be obtained. A second grading of schools on the accredited list of the National League of Nursing Education has been started. This will make it possible for schools graded two years ago to measure their subsequent progress. No white list or black list of schools will be published as the result of this study, but it is hoped to compile the results in a series of "educational comparisons" available for individuals who ask for specific information. The Committee is attempting to formulate minimum standards which every school of nursing must meet to be worthy of the name. A final report, signed by the whole Committee, is planned for publication toward the end of 1933.

N. Y. Post-Graduate Hospital

Pertinent Publications

OCCUPATIONAL DISEASE LEGISLATION. *American Public Health Association, 450 Seventh Ave., New York. Price* $1.50
Report of the Association's committee on compensation for occupational disease, summarizing laws and procedure in Europe and the Americas.

THE HEALTHY SCHOOL CHILD. *John Hancock Mutual Life Insurance, Boston, Mass. On request.*
A new and revised booklet taking the place of the Company's original publication under that title, which now is honorably retired after eight years of service and the distribution of more than a million copies.

RURAL SCHOOL NURSING, *An Outline for Red Cross Public Health Nurses. American National Red Cross, Washington, D. C. Price 50 cents.*
A new outline, completely revised in accordance with the newer trends in school health work.

CAMPAIGN CALENDAR OF A PUBLIC HEALTH ORGANIZATION, *by Savel Zimand. Milbank Memorial Fund, New York City.*
How the Bellevue Yorkville Health Demonstration planned its educational publicity to accord with the seasons.

We Need Psychiatrists

ASSERTING that "the dearth of competent psychiatrists is becoming a major issue in human welfare . . . a matter amounting to a national emergency" the National Committee for Mental Hygiene has recently organized a Division of Psychiatric Education to cooperate with the medical schools in developing adequate undergraduate and graduate teaching in this field. We have, the Committee finds, a hundred times as many doctors in physical as in mental medicine, a number not at all proportionate to the magnitude of the needs for mental care, especially since mental hospitals have become active treatment centers, and since psychiatric services are being developed in connction with general hospitals, schools, courts, correctional institutions, social welfare agencies and other centers. The new division will be under the direction of Dr. Ralph A. Noble, while Dr. Franklin G. Ebaugh will conduct its studies.

Health of School Children

AS the result of sickness studies covering some ten years and some thirty thousand children and of mortality records of children of the registration area of the United States the Public Health Service has published a report (Public Health Bulletin No. 200) on the health of the school child. Intensive study of school children in Hagerstown, Md., showed an average loss of thirteen days a year from school. Fifty-seven per cent of the absence was due to illness, 43 per cent to other causes. The six disorders most important in terms of illness were colds, headache, digestive disorders, tonsillitis and sore throat, toothache, and influenza and grippe. Girls were ill more frequently than boys, though the reported incidence of physical defects was 3 per cent lower for girls than for boys. The curve of mortality has its minimum at the age period 10-14 years. The six most important causes of death among children from 5-19 years of age are accidents, tuberculosis, heart diseases, pneumonia, diphtheria and appendicitis. Accidents are easily the leading cause of death and automobile accidents constitute a third of the accidental deaths. Between 1900 and 1927 the deathrate among children 5-19 years of age in the original registration states decreased 44 per cent. The deathrate of girls is 15 per cent lower than that of the boys.

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INDUSTRY

For a Trained Personnel

TO bring into the state employment service some of the attitudes, the methods of interviewing and the personnel techniques worked out in the social agencies and in industry, a training program for executives in charge of local offices and for interviewers in both adult and juvenile divisions is being tried out in New York State this winter. The public employment center in Rochester is being used as a laboratory. For executives, training is being provided through a series of six state-wide conferences, each made up of three three-hour sessions about equally divided between informal lectures and discussion. A public evening meeting is to be held at five of these conferences, at which leaders in the employment, industrial and social-work fields will speak and answer questions. The subject for the series of conferences is How to Manage a Local Office of the New York State Employment Service. Each conference is centered in some specific phase, such as how to attract applicants and meet their requirements; how to attract employers and meet their needs, and so on. For interviewers the training is provided through ten local staff conferences conducted by the executives in charge of local offices under the direction of the administrative office. In addition, two state-wide conferences will be held, at the first of which an outline for the job of interviewer will be submitted for discussion, after which it will be used as the basis for an informal textbook, in syllabus form. Since the retrenchment in the Federal Service in 1919, workers in New York's free employment offices have had only casual training. The present plan is part of the scheme for expanding and coordinating the free employment service of the state, being worked out by Frances Perkins, state industrial commissioner, and Fritz Kaufman, appointed chief of the service in 1930.

Steady Work

AN industrial relations program in a highly seasonal industry that includes guaranteed twelve-months employment with two weeks vacation with pay for every employe and that continues to function successfully in spite of the depression is outlined in a pamphlet published by the Samarkand Company, San Francisco. The company makes ice-cream, sherbets and frozen desserts, with a sharp peak of demand in the summer months. The report points out that, because of regularized employment, "the entire regular personnel of the Samarkand Company is on a full-time salary basis and not on a daily or weekly wage plan.... The salary standard maintained by the Samarkand Company is equal to or higher than the wage scales of the leading corporations in San Francisco, Los Angeles and Oakland for comparable services and responsibilities." As an aid to regularizing employment, all vacations are scheduled between October 1 and April 1. The industrial relations program also includes medical service at nominal cost; health and accident insurance; a thrift promotion scheme, under which the company pays amounts equal to interest credits on savings out of current earnings for amounts up to $600; group life insurance; a retirement annuity plan; a credit union; profit-sharing; and "certain safeguards ... to provide for the future security and opportunity of the personnel of the ... company," in the event of the death of J. P. Rettenmayer, the present head of the firm.

The Candy You Buy

ONCE more the Consumers League of New York offers those who would see decent working conditions and wages maintained a chance to show approval of a group of "fair" manufacturers by purchasing candy made by the firms appearing on the annual "white list." In this depression year, the wages of 2136 women workers are protected solely by the "white list," their employers having told investigators for the League that, except for the white-list standard, they would have cut wages this winter. To appear on the "white list," a candy manufacturer must observe the legal working hours, and pay a minimum wage of $14. In spite of many encouraging features of the fall inspection, the League reports that certain manufacturers have suddenly ceased cooperating with the League, and have refused to allow the inspections, upon which the validity of the "white list" depends. In some candy factories this year the workers, even though the standard hourly wage is maintained, earn less than $7 a week. In other factories the workers have had overtime and the skilled workers (the hand-dippers) have made from $5 to $6 a day. Even in these plants, however, it must be remembered that the candy workers' employment averages only three months in a year.

Company Plans

PRIZES offered by Forbes Magazine to bring to light "the best employer-employe plan in operation that makes for the economic independence of the worker, promotes his happiness and social safety," have been awarded to well known pioneering undertakings along these lines. The first prize ($1000 to the writer of the paper, and $1000 to the employes) was awarded the Leeds and Northrup Company in Philadelphia (see The Survey, January 1, 1928, page 421). An analysis of the 380 entries in the contest in a recent issue of the magazine showed that "although very few companies have taken definite steps in connection with unemployment, as have all the winning plans, many helps to the economic independence of the worker which a few years ago were novel are today quite generally recognized as essential to a sound employe plan." Second and third prizes were awarded Procter and Gamble and the General Electric, and a special third prize was given the Westinghouse Electric. The Leeds and Northrup plan includes voluntary unemployment insurance, measures to stabilize employment, profit-sharing, quarterly review of wage-rates by a committee, and appeal for discharged employes.

Frances Perkins Replies

FRANCES PERKINS, because she is a woman and a social worker holding the important public office of New York state industrial commissioner, is "news" and charges filed in September involving her in alleged mismanagement of the State Insurance Fund were widely published. It is to be hoped that summaries of her reply to these charges and of the letter to Governor Roosevelt from the Industrial Council recommending their dismissal will be as widely read. The Industrial Council, made up of representatives of employers and employes, acts as an advisory body to the State Labor Department under the law.

The charges were filed with the governor by the Accident Prevention and Safety League, an organization of employers of window cleaners, who held that New York's

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insurance fund was administered with waste, extravagance, favoritism, delay, discourtesy and intimidation. An investigation by a Moreland commissioner was asked. Following the usual procedure, the governor first sent a copy of the charges to Miss Perkins for comment. Her reply covers a painstaking inquiry into the issues raised by the League, during which those who brought the complaints were given every opportunity to present their evidence. It is supported by 262 pages of typewritten testimony and 226 exhibits, most of them letters.

The relations between the industry and the fund, detailed at length in the report, are too intricate for the ordinary mortal to follow. Clearly the window-cleaning business is highly competitive and for the most part made up of small units. The constant internal wars of the industry have no interest for the administrators of the fund nor for non-window cleaners. Miss Perkins' report and the testimony on which it is based leaves little room for doubt that the charges against her department grew out of bad blood between "group 45" and "group 48" and out of the hazards of the window-cleaners' trade rather than out of the functioning of the workmen's compensation machinery. No evidence supporting the charge of bribery and dishonesty was brought forward by the complainants in the course of the inquiry. The one instance of discourtesy—a letter written by one of Miss Perkins' aides—had been dealt with by the industrial commissioner long before the charges were filed.

The Positive Side

A REPORT simultaneously made public by Miss Perkins on the operation of the fund shows that more than twenty thousand employers with upwards of three hundred thousand workers on their payrolls are policy-holders in the State Insurance Fund under the Workman's Compensation Law. Up to January 1, 1931 the fund had paid out more than $30,500,000 compensation to injured workers or to the dependents of those killed in industrial accidents, and about $10,000,000 for medical aid for workers hurt on the job. This has been done at a saving to employers of about $20,000,000 over a seventeen-year period, through writing insurance at net cost. "Despite giving reduced rates to employers," Miss Perkins' summary of the fund's functioning points out, "the state fund has maintained full financial security. As of the first of the year it showed admitted assets totalling $19,512,000 and a surplus of $1,860,995. In 1930, while many large insurance carriers suffered heavy underwriting losses in the compensation field, the surplus of the state fund increased more than $535,000."

Factories From the Inside

WHAT factory work has meant in the lives of a group of 609 women wage-earners, probably above the average in ambition and ability, is vividly told in a report based on a study of industrial workers enrolled in the summer schools of Bryn Mawr, Barnard, Wisconsin and the Southern Summer School in North Carolina. The report, just published by the Women's Bureau of the U. S. Department of Labor, was prepared by Gladys L. Palmer (Bulletin No. 89. Superintendent of Documents, Washington. Price, 20 cents). The study was made, according to the bulletin, for two purposes: to enable teachers in these summer schools for industrial women workers to take into account the background of the students in planning courses, and to build up a body of reliable information about the industrial experience of a selected group of women workers. Almost half the students had entered industry before they were sixteen and more than 5 per cent before they were thirteen. For the entire group the median number of years at work was eight. A striking thing about the working years of this group is the number of jobs held. Excluding those who had had "too many jobs to count," 581 students reported 2671 jobs held, an average of 4.6 per girl, with a range of from 1 to 30. Among the reasons given for these frequent shifts were lay-offs, slack or seasonal work, long hours, low wages, dislike of work, "better job elsewhere," unhealthful or disagreeable working conditions, displacement by machinery, business failures, strikes and lockouts and illness. The report also covers extent of unemployment, hours, earnings, pay deductions, financial status and share in family support.

Brief and Timely

LIST OF SELECTED MATERIAL ON UNEMPLOYMENT AND UNEMPLOYMENT INSURANCE, *compiled by Mary Moran Kirsch. Wisconsin Free Library Commission, Madison, Wis.*

An outstandingly useful list of easily obtained, popular and up-to-date magazine, pamphlet and documentary material on unemployment in the United States and remedies therefor."

THE TRAINED WOMAN AND THE ECONOMIC CRISIS. *The American Woman's Association, 353 West 57 St., New York. Price* $1.00.

The facts brought out in a study of the recent employment experience of two thousand New York business and professional women on the upper-income levels (see The Survey, November 15, 1931, page 190).

POOR OLD COMPETITION, *by Stuart Chase. League for Industrial Democracy, 112 East 19 St., New York. Price 10 cents.*

Starting with the myth of "free competition," this provocative socio-economist brings us down to our responsibility (yours and mine) for the totem-worship of money in America today. Here is material, in thirty-six small pages, to keep a study club or discussion group going for weeks.

MAJOR FORCES IN WORLD BUSINESS DEPRESSION. *National Industrial Conference Board, Inc., 247 Park Ave., New York. Price* $1.50.

A study of unbalanced production as the chief factor in the current depression in Europe, America, and the Far East.

'Way Down South

OUT of an informal meeting held in Atlanta little more than a year ago came the Southern Council for Women and Children in Industry, organized to work with and through existing women's organizations to secure in the South "more adequate and uniform protection for women in manufacture and other occupations and for gainfully employed children." The council set itself few and modest goals, including limitation of work hours to 9 a day and 50 a week, elimination of night work, a minimum age for entering industry of fourteen years, work permits for children between fourteen and sixteen, limitation of hours of work for children under sixteen. Its first year of work demonstrated to the council the need for "public opinion based upon information as to existing laws, comparison with the laws of other states, administration of the statutes, and the conditions to which wage-earners may actually be exposed." A first attempt to meet this need is a bulletin, Standards for Workers in Southern Industry, by Lucy Randolph Mason of the Richmond Y. W. C. A., published by the National Consumers' League (156 Fifth Avenue, New York). The material here brought together on the actual conditions underlying the program of the council will not only be useful in the organization's educational campaign, but is of first rate interest to those seeking to understand the labor problems of "the new South."

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EDUCATION

Old Ways and New Plans

NEW plans for work in Negro education based on a study of 575 schools in sixteen counties of North Carolina, Alabama and Louisiana are discussed in a section of the Review of the Year, by Edwin R. Embree, president of the Julius Rosenwald Fund.

The Fund, now that it has contributed for so long to the momentum of schoolhouse building, will probably give increasing attention to the teachers who work in the schools and to attempts to improve various aspects of the educational activities which alone justify expenditures for the buildings [see The Survey, November 15, 1926, page 216].

Tests given more than ten thousand children in the course of the study brought out a definite correlation between their achievement and the amount spent on their education. "To the visitor," the report states, "Negro schools seem not a system but a series of incidents: bizarre, heroic, pathetic, romantic." The buildings range from well-equipped modern consolidated schools to dilapidated shacks. Similarly the furniture varies from adjustable desks to soap-boxes. Some schools are without writing materials or a single textbook. Teachers range from "a girl of 17 to a patriarch of 86," and their salaries from $25 a month for a five-month rural term to $1750 for a city school year. Teacher testing revealed an average score equivalent to that of a seventh-grade child.

She is usually the product of a short school term, poor teachers and low standards; her presence in the schoolroom perpetuates a vicious circle, relieved only by resourcefulness and native wit.

The report points out that in spite of the "confusion of policy, discriminations, inefficiency and active opposition" which Negro education has faced in the two generations since emancipation, Negro illiteracy has been reduced in these years from 95 to 20 per cent. "The achievements of such a period indicate what may be done as intelligence and concerted effort begin to direct the course of public schools for all the people."

Training for Probation

PROGRESS of the Training School for Probation, Parole and Institution Workers at Notre Dame shows healthy growth in this program undertaken in 1929, in the belief that

if we are to have a probation service worthy of the name social workers with special college training are necessary, and that the day is rapidly approaching when the taxpaying public will refuse to tolerate the inefficient, untrained probation worker produced by the spoils system.

Edwin J. Cooley, who has had wide experience in the probation field, joined the faculty this fall to teach criminology and social pathology and to assist in the school's development. The applicant for admission to the training school must have completed two years in an accredited college. The two-year training includes work in sociology, clinical psychology, social statistics, community organization, vocational guidance, law and social work, and so on. The student does summer field work off campus, in addition to regular field work at the local juvenile court. An applicant who lacks suitable personality for probation work is asked to drop the course at the end of any semester, regardless of his grades. So far, only about a third of those who started training have been permitted to go on to the senior year. The graduate of a standard college may complete the program and receive his master's degree in a year. The student who finishes the course and seems to have the required maturity and character is awarded a formal certificate in probation work, in addition to his diploma.

"Listen and Learn"

INTERESTING preliminary results of a series of 30 radio lectures on economics and psychology, supplemented by texts and study outlines are reported by the National Advisory Council on Radio in Education. These lectures by well known authorities broadcast over a nation-wide network are part of the committee's three-way experimental study of the uses of radio in education: "to develop sound programs and to bring them to the microphone; to broadcast them; to measure the reception and effectiveness of instruction." The text of each lecture is printed in pamphlet form by the University of Chicago Press. In addition, a Listener's Notebook for the course on child development offers lecture summaries with supplementary pictures, diagrams, discussion topics and bibliography. A reading guide has been prepared for the series on Economic Aspects of the Depression. Over fifty thousand copies of this material have been distributed. In a number of colleges the broadcasts, with the pamphlets, are part of the regular academic program. The lectures are also being followed, the committee reports, in junior colleges and by parent-teacher groups, women's clubs, adult education classes, study clubs, as well as by individuals.

School Bred vs. Home Grown

QUESTIONING as to exactly what we accomplish by sending children to school is so general that anything which throws light on this side of the modern school picture has wide interest. In A Comparative Study of a Nursery School Versus a Non-Nursery School Group by Ethel Kawin and Carolyn Hoefer (University of Chicago Press, price, 75 cents) three measuring-sticks are used: psychological development, physical condition, "habit status." Twenty-two nursery school children and twenty-two controls were included in the study, which covered social history, psychological tests, medical examinations, home observations. Test results showed that, in spite of the specially planned environment, nursery-school children did not develop mentally more rapidly than the "home-grown" group. The nursery-school group seemed in slightly better physical condition than the control group "but the differences are too small to be significant." In "habit status" however, the nursery-school children "eliminated a greater number of 'undesirable' habits and more habits which indicate a lack of independence; and on the other hand they acquired a greater number of 'desirable' habits and those indicating emancipation from adults." The authors feel therefore that the nursery school may be a real factor in this important aspect of the young child's development.

Courtesy U. S. Office of Ed.

They Will Teach

THAT something more than vocational guidance and training is needed to keep women out of the overcrowded field of teaching is indicated by a report on the ex-

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perience and recommendations of the women graduates of the School of Commerce and Administration of the University of Chicago, summarized in the News Letter of the Institute of Women's Professional Relations. The survey covers data supplied by 107 of the 174 women who graduated from 1914 to 1929. Though they had taken a business training and therefore presumably anticipated a business career, 32 per cent of the women were teachers at the time of their report. Twenty-four per cent were stenographers or secretaries, 15 per cent office managers, 8 per cent research assistants, the rest scattered in such occupations as case workers, statisticians and clerks. In suggesting improvements in the business course the group recommended: actual experience in their chosen field before graduation; more thorough study of the various business fields open to women, including kinds of work, responsibilities, opportunities; more social life to give poise and ease in making personal contacts. A mimeographed copy of the full report may be secured from Ann Brewington, University of Chicago.

A Five-Year Plan for Parents

NOT only parent-teacher groups but all those interested in the relations between homes, schools and the community will find valuable facts and suggestion in the account of the five years during which the United Parents Associations of New York City have made a conscious effort to change the programs of a number of Parent-Teacher Associations and Mothers' Clubs from "haphazard civic welfare work to parent education" (A Contribution to the Theory and Practice of Parents Associations by Maria Lambin Rogers. United Parents Associations. 152 West 42 Street, New York. Price 50 cents). The experiment was undertaken in the belief that it would provide avenues by which modern scientific knowledge of family relationships, child development and education might travel from the laboratory to the home. In addition to the story of how child-study programs for fathers, mothers and teachers have been developed and carried forward, the results of the experiment are discussed under four heads: achievements reflected in changes in the practice of the educational system include a teachers' salary scale based on a scientific study; requirement of continuous professional study by teachers as a qualification for salary increase; regulation of pupils' homework; better procedure for transferring pupils from one school to another. Achievements resulting from activities that coordinate the work of the local associations include more adequate school lunch service and increased appropriation for after-school athletic centers. Under achievements resulting from services established and maintained by the central federation organization are described the training of lay leaders for study groups, a speakers' bureau, a clearing-house of information on educational subjects, the formation of parents' libraries. Achievements due to efforts designed to build prestige for parent opinion cover the unique Parents Exposition held in 1927 and 1928 and the rapid growth in the organization with increased community cooperation and financial support.

Who Should Go to College?

WITH a state-wide educational guidance program based on fact as well as theory as its goal, the committee on cooperation of Wisconsin secondary schools and colleges has prepared a report on scholastic aptitude tests given thirty-four thousand highschool seniors during 1929 and 1930. The study makes clear, the committee feels, that something more than a highschool certificate is needed for purposes of predicting success in higher educational institutions. The survey revealed wide differences in the scholastic ability of highschool seniors. While the ablest student makes a point score of about 335 out of a possible 395 in the five-fold test on arithmetical reasoning, vocabulary, grammatical analogies, number completion and reading comprehension, the poorest makes a score of 30 or less. The investigators hold that a large proportion of seniors making a low score in such an aptitude test are not likely to succeed in college under present standards and conditions. An adequate educational-guidance program would protect such a student (and his parents) from the humiliation and defeat of a college failure and at the same time help remove the onus attached to the idea that a boy or girl "is not of [academic] college caliber." The report was prepared by V. A. C. Henmon, professor of psychology at the University of Wisconsin, and Frank O. Holt, director of the guidance bureau.

Careers

FOR the boy or girl wrestling with the problem of a career, and for his parents and teachers, the U. S. Office of Education offers a series of leaflets sketching the opportunities, requirements, salary and professional affiliations and listing the leading training centers for various lines of work. Civil engineering, law, nursing, forestry, music, veterinary medicine, librarianship, architecture, dentistry, are among the occupations covered. While the information in some respects applies to a seemingly remote period of "normal employment" rather than to the troubled world which young people of today must face, the material should be of first-rate helpfulness for students who are wisely choosing further training in preference to job-hunting under present conditions. The leaflets, which are attractive in writing and in make-up, are prepared by Walter J. Greenleaf, the Office's specialist in higher education.

Looking at the Pacific

THERE is as great potential value to the community as to the individual students in the annual conference of college young people to discuss "some of the vital problems arising in the Pacific area." The institute, modelled on the Institute of Pacific Relations, has no official connection with the senior organization, though following its ideas and methods. The 1931 session, held at Napa, California, was attended by Far Eastern, European and American students. The Manchurian situation was the center of study and discussion. There was also a round table on Soviet Russia's oriental policies, one on immigration and race policies on the American Pacific coast, and, because of the presence of unexpectedly large Indian and British delegations, a somewhat spontaneous round table on Indian Home Rule. The Institute does not aspire to "solutions," nor does it pass resolutions. Its goal is a clearer understanding of "those issues which are causing conflict among the peoples of the Pacific, and by means of this understanding, greater practical good will between all nations and peoples."

EVERYLAND, a children's reading list prepared by librarians, the Women's International League for Peace and Freedom and the Council to Prevent War, has been revised and enlarged. (Newark, N. J. Public Library. Price, 5 cents).

THE services of a field secretary to help schools, colleges and other organizations develop a vocational guidance program are available through the National Vocational Guidance Association (425 West 123 Street, New York) with the cooperation of Teachers College, Columbia University, and the J. C. Penney Foundation.

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Unemployment

"The Steep Rocky Road"

WHAT is happening to Negroes, latest entrants into the industrial field, as the result of the depression is outlined in a recent Urban League pamphlet summarizing reports from 106 cities in which live 3 million or 58 per cent of the total Negro urban population (Unemployment Status of Negroes, National Urban League, 1133 Broadway, New York. Price, 25 cents). The report points to the disproportionate increase in the number of Negro clients being carried by the social agencies in these communities as proof that unemployment falls more heavily on the Negro than on the white worker. From 35 of the 106 cities have come reports of Negro workers being discharged to give jobs to whites. "In many instances this has been accompanied by a drop in wages. There is proof beyond any contradiction that white women household employes have cut wages and are now employed in places formerly held by Negroes." The report points to two immediate results of the present situation: growing friction between the races, and increasingly successful agitation by communists among Negroes (see The Survey, September 15, 1931, page 548).

Another Yardstick

SYRACUSE becomes the second New York community to have accurate measurements of its unemployment problem with the publication of the report of a count made in November. The Syracuse study parallels in form and method the Buffalo unemployment survey that has been made annually for the past three years (see The Survey, December 15, 1931, page 323). A summary of the Syracuse data reveals that of the 5281 males able and willing to work and unable to find jobs enumerated in the house-to-house canvas, 199 per thousand were unable to find work, 206 per thousand were on part time, 595 per thousand were employed full time. In other words, about one man out of five was jobless and another one of the same statistical five was on part time. The figures are better than for Buffalo where, in the same week, 242 per thousand were jobless, but they indicate an unemployment situation of no mean proportions. Of the workers of both sexes enumerated in Syracuse (7121) 22.1 per cent were unemployed for various reasons, of whom 18.8 per cent were able and willing to work but unable to find work. An additional 19 per cent were on part time. The Syracuse study was under the direction of John Nye Webb of Columbia University, who supervised the field work and prepared the report.

An Anodyne for the Idle

THE enforced leisure of idle men, leisure on which hopelessness casts a darker cloud this year than last, is occasioning a revamping of public recreation activities the country over. Normal recreation facilities were overtaxed last year by men seeking some way to fight off the depression of unaccustomed idle hours. This year they are swamped. In general it has been found better to increase old facilities than to create new ones. But when old facilities can no longer be stretched new ones must be found where with a minimum of tactful supervision men out of work can find cheerful amusement and occupation according to their individual bent. Many communities have transformed halls, garages and barns into temporary gymnasiums and clubrooms, and vacant stores into reading-rooms. A number of small gathering places or separate rooms is considered better than a single large one. The Playground and Recreation Commission at Dubuque, Iowa, has made over the third floor of the City Hall, unused for years, into horseshoe pitching courts, lighted for night use. York, Pa., re-equipped an old gymnasium for an athletic program and opened three church basements for quiet games and reading. Most cities try to supply facilities close to centers where men naturally congregate. Philadelphia gives a whole floor of its shelter for homeless men to recreation. In Louisville, Ky., a recreation room with games, books and magazines has been opened just above the offices of the Department of Public Welfare. In Cincinnati a municipal playground adjacent to one of the large employment offices has been practically given over to the men. Athletics went on there all fall. With cold weather the shelter house, supplied with games and reading matter, was opened to the men with one of their own number in charge. To check against chronic loafers men were required to show their employment registration cards.

Experience shows, says the National Recreation Association, that if these centers are to be successful their activities must cover the whole range of human interest. Reading ranks highest in favor with men who are out of work. The men come to the centers almost timidly and at first want to be let alone. But presently they begin to join in quiet games and to show an interest in handcraft activities. Tools and materials for handcraft, especially woodwork, are an important item of equipment. Entertainment must usually start with outside talent, but leadership invariably develops and the men are soon organizing their own programs.

Libraries in Depression

LARGER circulation of public library books, more requests for reading lists and other study aids, as the result of unemployment, and the simultaneous demands by trustees for "retrenchment" are discussed in the current Bulletin of the American Library Association. In some communities the new calls on the library, like the increased burdens of the social agencies, are being recognized, according to Julia Wright Merrill of the Library Extension Board. Thus in Newton, Kansas, the city council has increased the library appropriation to make possible a broader program of community service. Among state library extension agencies, sixteen report increased appropriations, while six more held their own though other departments were cut. But many libraries, particularly in industrial centers, face cuts because of decreased tax collections. Where retrenchment is necessary, the writer urges that all possible economy measures be taken before resorting to shorter hours of opening or to salary cuts. In some cities, notably Chicago and Los Angeles, the library system has taken advantage of the local made-work program to secure needed clerical help and also work on buildings and grounds.

Iowa Affirms Its Principles

SOCIAL workers and officials in Iowa have taken a united stand on a platform of principles on unemployment relief. The platform was framed by the executive committee of the State Conference of Social Work, was unanimously adopted by the Governor's Commission on Unemployment and Relief, and was given to the press as a statement of the joint policy of the two bodies. The statement affirms the policy of local relief by local resources and urges that funds be raised in cooperation with local welfare agencies and administered through those agencies by trained social workers. It deplores bread-

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lines and public commissaries and recommends normal support for character-building agencies and increased support for health agencies which it rates as of equal importance in the present situation with relief agencies. After reviewing the obligation to meet the immediate needs of the destitute the platform looks to the future:

We ask for a permanent organization of the best thinkers of this country and of the world to stabilize finance, to regularize industry, to conserve earnings both of business and of labor so as to form a future cushion against losses of dividends and wages, to prevent illnesses and accidents that create unemployability, to encourage thrift and discourage the purchase of luxuries to which our credit does not enable us to acquire title, to ease the dislocation of suddenly shifting styles both in equipment and living, to adjust hours and days of labor to the changing facilities of mass production, to make wise provision for leisure time, and finally to plan to end those recurrent international upheavals that breed unhealthy inflations whose price is still more unhealthy depressions.

These Are Human Beings

THE widening circle of unemployment distress is made evident by figures from New York, Chicago and Cleveland which show the increasing numbers of those applying for charitable aid. The records of the New York Social Service Exchange supply an index in that city. In the year ending October 1, 1929 the Exchange cleared the names of 188,505 applicants for assistance. In 1930 the number rose to 343,671 and in 1931 to 510,000. Of these 330,000 had previously been unknown to any social agency. In the month of November, 1931, 129,793 names were cleared of which 95,420 were from emergency and 34,373 from regular social agencies. Up to December 15 the Exchange had cleared a total of 116,787 applicants to the Emergency Work Bureau and 54,358 to the Mayor's Official Committee. Of this vast army 107,326 were unknown to agencies and were seeking help for the first time.

In the first week in December the Chicago Exchange cleared 14,451 applicants, which is 3161 more than were cleared in the entire month of December 1929. The load of the Chicago relief agencies, public, private and emergency, jumped from 75,439 in September to 98,923 in October.

In Cleveland at the end of November 12,500 families were dependent on the Associated Charities and the Jewish Social Service Bureau. This was almost triple the number on relief in November 1930. Since July the number of applicants has been increasing at the rate of more than a thousand a month and will probably increase by fifteen hundred to two thousand a month until February or March when the peak of the winter is expected.

Massachusetts Looks Ahead

WHY and how systems of free employment agencies should be strengthened and broadened is discussed in the preliminary report of the Massachusetts Special Commission on Stabilization of Employment (80 Federal St., Boston), which holds that "a public employment office system which really becomes a genuine clearing and pooling service would constitute one of the greatest bulwarks against unemployment in ordinary times that any state or community could set up." The report on the Massachusetts offices today, based on a survey directed by the commission, points out that they are now administered honestly and conscientiously, and as efficiently as could be expected under present circumstances. They are not used, as they might be, to organize the labor market of the state, nor do they have the full confidence of employers. The commission recommends higher civil-service standards for the personnel and higher salary scales. It further recommends systematic contacts with employers; a well-developed publicity program; more adequate supervision, with frequent staff conferences; new main offices of the service in five important centers, from which branch offices may be developed in the districts as they are needed. The report further recommends that state supervision of fee-charging agencies be reorganized and given teeth by requiring each agency to post a surety bond ranging from $1000 to $3000 depending on the size of the city or town and the type of business, the bond to be forfeit in the event of conviction of infraction of regulations. The report also covers a plan to help stabilize employment through a five-year public-works program to be financed by short-term notes callable after one year, equal to 10 per cent of the estimated total of the five-year plan. The program would be set up and administered under a new administrative unit, a Planning Board for Public Works in Massachusetts. Speeded-up public construction, made possible by issuing the short-term notes, would be resorted to only after an unemployment emergency was declared by the governor in consultation with the planning board.

The final section of the report analyzes the causes of unemployment in Massachusetts, and indicates the three "avenues of attack" opened up by the Commission in the five months since its organization: regularization of industry, better organization of the labor market, "increasing the employability of workers who, for reasons beyond their control, have found difficulty in finding or keeping jobs."

A Professional Study

WHAT social workers out of their professional experience can contribute to a better understanding of the problems of unemployment and of measures for dealing with them will be studied and formulated by a special commission of the American Association of Social Workers. The commission, authorized at Minneapolis last June and recently appointed, is headed by Neva R. Deardorff, director of research of the New York Welfare Council. Associated with her are Jacob Billikopf of Philadelphia, Sophronisba P. Breckenridge, Mollie Ray Carroll and Joel D. Hunter of Chicago, Richard K. Conant of Boston, and Harry L. Lurie, Mary Van Kleeck, Frances Taussig and Walter West of New York.

OF MORE than one thousand Columbia University students who applied to Mary A. Wegener, director of student employment, during the past month, only about 59 were able to secure work. According to Miss Wegener, there are 75 per cent fewer jobs available this year than in 1930 and what few there are pay very little. At the same time, she points out, "students this year are in desperate straits" since the depression has affected many family incomes. Because of this situation, the university is advancing money to many needy students. More than $120,000 was advanced to eight hundred men in the university this semester, for tuition and dormitory expenses.

TO HELP make up a probable 2 million dollar deficiency in the revenues for 1932, Cook County, Illinois, officials will receive only ten and a half months' pay next year for twelve months' work. The three half-month payless periods mean a salary cut of about 11 per cent and will save about 1 million dollars.

ICE storms are an ill-wind for the unemployed of Hartford, Conn. A local firm gives sand free of charge to the men who peddle it to householders to sprinkle on slippery steps and walks. Twenty-one men by this means earned last winter an average of $33 each.

REPORTS of wage cuts continue. Just before Christmas, the employes of the Philadelphia Rapid Transit Company, twelve thousand in number, agreed to a 7 per cent reduction for 1932, "accepting the principle that the purchasing power of the dollar has gone up."

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WORK SHOP

Dilemmas — or What Would You Do?

By PHILIP L. KETCHUM
Director Welfare Federation and Community Chest, Omaha, Neb.

"I see," observed Lady Beeswax, "that various estimable and distinguished personages have supplied you with the answers."

"Not the answers, but their answers. If any problem had the same answers for everyone, how could it be called a dilemma? You will observe that even these keen authorities do not invariably agree with each other. And the reader's answers may or may not coincide with theirs." The Book of Dilemmas (Simon and Schuster).

Dilemma Number 1

YOU are the executive of a Family Society. One day a group of prominent citizens comes to your office to learn something of your work. You feel yourself effective in presenting your problems. By means of statistics, charts and case stories, you show the value of case work, and you graphically indicate the complete inadequacy of your budget. At the conclusion of your presentation, one prominent citizen says: "It seems to me that you certainly need more money. Why is it that so much of the money raised in this town is given to the Boy Scouts and the Y. M. C. A.? Couldn't their work be curtailed to a large extent and some of their money used to meet the present emergency? Our first duty is to feed those who are hungry."

There are several answers which you may make. You may completely ignore the question and talk busily about something else. You may smile wanly and say that we all certainly face very difficult problems. You may suggest that the questioner call at the Boy Scouts' office or at the Y. M. C. A. and examine the work of those organizations, knowing full well that he will not do so. Or you may comment pleasantly on the other type of work with the inhibiting thought that perhaps you are letting a fat contribution slip away.

Or what would you do?

Solution

YOU, I mean I, might point out with appropriate charts, statistics and case stories that the clients of today are the Boy Scouts of tomorrow and vice versa, especially vice versa, and that if all existing agencies are not maintained on a peace-time, business-as-usual basis, there's likely to be a revolution. Be careful to conceal the fact that there's going to be a revolution anyway. DOROTHY C. KAHN
Jewish Welfare Society, Philadelphia.

DO what I've already done many times, for this is no new question to us. I point out that while it seems on the face of it that we should spend everything on food and fuel that this is not to the best interests of the people in distress. The man's wage has been taken away. His family has no means for the activities and recreations that keep them balanced and normal. The Boy Scouts, the Y.M. and the like help to hold these disturbed lives in balance. Do you not think that a community that has taken a man's wage away from him has some responsibility toward him besides food and fuel?
Family Welfare Agency, Memphis, Tenn. LESIA LARSON

Dilemma Number 2

YOU are the executive of a Character-building Agency. One day a group of influential and prominent citizens calls at your office to hear about the work of your organization. By means of statistics, charts and stories, you present your work. At the conclusion of your presentation you feel that you have convinced every person present that certainly during a time like this there is more need than ever for the services of your organization. Each individual present indicates his conviction that there must be more preventative and character-building work, and each one is quite certain that your budget is inadequate. At this point a member of the visiting committee says: "Certainly there appears to be a terrible overemphasis on relief. Should not more money be turned from relief into character-building work? Are we not making a terrible mistake in failing to build for the future? Is it not more hopeful to try to prevent future problems through character-building than to deal with families after they are hopelessly wrecked?"

There are several possible answers which you may make. You may ignore the question completely and change the subject. You may smile sadly and agree that unless more money can be devoted toward purposes such as character-building we will undoubtedly have greater problems to meet in the future. You may suggest that the individual asking the question call on the relief agencies and listen to their stories, knowing full well that he will not do so. You may comment pleasantly on the work of the relief agencies with the inhibiting thought that perhaps you are letting a fat contribution slip away.

Or what would you do?

Solution

I'D think fast and answer quickly that there is no need to curtail either form of work. In times like this we ask only normal support for preventive and constructive work. Relief contributions must be increased—we won't argue about that. And when times are normal, Mr. Citizen, and relief needs are not so pressing, we shall be delighted to have your

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program.

DAVID W. ARMSTRONG
Boys' Club, Worcester, Mass.

I'D leap at the last horn, commenting pleasantly, aye, generously, on the work of the relief agencies with the realization that a contribution might be slipping but also with the very definite conviction that true sportsmanship toward the other fellow's problem will probably work like the celebrated bread upon the equally celebrated waters. How really could a character-built person do otherwise? FRANK N. ROBERTSON
Boy Scouts of America.

POINT out briskly that relief and character-building are not mutually exclusive. Does meeting present emergencies preclude thinking for the future? If relief presents a real emergency it certainly must be met, but if Peter is hungry and we have almost unlimited food why rob Paul to feed him? Relief or character? Sure, both! R. K. ATKINSON
Boys' Club Federation.

Dilemma Number 3

YOU are the executive of a Child-Placing Agency. One day a group of prominent and influential business men call to hear you explain the work of your organization. By means of charts, statistics and case stories, you demonstrate the usefulness of your service. You convince them that every child is entitled to the training that can only be received in a home under the direction of a father and mother. You present instance after instance showing successful placements and successful adjustments. You sense that your presentation has carried conviction to your listeners. At this point one of the visitors says: "I think that is wonderful, but shouldn't the Redeeming Love Orphange close its doors and arrange to place out the children it is caring for? Why is it that we give money to the Community Chest to support an orphanage when the Community Chest also finances your organization, which is doing this splendid work of placing children in homes."

There are several possible answers which you may make. You may ignore the question and change the subject. You may smile sweetly and talk about the future development of social work. You may suggest that the visitor call at the Redeeming Love Orphange and examine its work, knowing full well that he will not do so. Or you may rather feebly attempt to explain, considering your earlier enthusiasm over placing out, that in some instances orphanages may be necessary and that doubtless the Redeeming Love Orphanage falls in that class—all of this with the inhibiting thought that perhaps you are letting a fat contribution slip away.

Or what would you do?

Solution

"MY dear Mrs. Visitor," I would say, "one cannot close doors until others are opened. If you can convince every man and woman in this town that home care is best for every child the wind will blow the orphanage door shut. But an orphanage, like a lot of other things in this world, may be valuable if it functions with a purpose. LAURA L. TAFT
Iowa Children's Home Society, Des Moines.

IT'S no wonder that child-placing executive has dilemmas. He (I know it's a he) simply doesn't know his job. He by his attitude, dooms all children's institutions, while everybody knows that many of them are honestly trying to adapt their programs to meet modern trends in child care. Psychiatrists, at least the St. Louis species, have actually recommended short periods of institutional care for certain children. When people ask such questions we tell them that instead of making arbitrary judgments about closing institutions more is gained by showing institution board members how their resources may be used to provide several types of care instead of one.

MYRTLE LOUISE EVANS
Methodist Orphans' Home Association, St. Louis.

I WOULDN'T have let the dilemma arise. A fair-minded child-placing executive would have indicated in his original presentation that both foster family and institutional care have their place in a modern program. ARTHUR DUNHAM
Child Welfare Division, Public Charities Association, Pennsylvania.

Dilemma Number 4

YOU are a worker employed by Social Agency A. Dear to your heart is a project which the agency cannot carry out for lack of funds. One day you have the opportunity to present this project to a group of prominent and influential citizens. You put all your enthusiasm into it and it is evident that you have carried conviction and gained understanding. The group begins to discuss ways and means. Then one of its members turns to you and says: "What does Agency B do with all its money? Surely what it is doing is not as important or necessary as this project. Why shouldn't we tell our friends to withdraw their support from Agency B and give it to Agency A?"

There are several possible answers which you may make. You may ignore the question and change the subject. You may smile deprecatingly and say that you certainly wish that you had the money for this project. You may suggest that the questioner visit Agency B and learn what it does, knowing full well that he will not do so. Or you may attempt an explanation of Agency B with the inhibiting thought that you are letting support for your project slip away.

Or what would you do?

Solution

I'D answer, "The people in Agency B think their work is as important as ours—and maybe it is. For my part I think we should get new money for this new project, not divert money from going work." FRANK KIERNAN
Massachusetts Tuberculosis League, Boston.

AS a trained social worker I should be able to carry conviction and gain understanding for my project and at the same time discuss other projects impartially. As I see it the danger lies in letting community-mindedness and the desire to play fair cramp enthusiasm and sidetrack a good project.
Family Welfare Society, Rochester, N. Y. JOHN P. SANDERSON

DEAR D. Lemma
How you gloat,
Now that you have
Got my goat.

Impaled I am
On one horn
Or between them
I am torn.

If where I be
There's no Chest
I would cut throat
At my best.

If there be one
I would say,
"A committee,
Day by day.

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Studies budgets,
Items scan
To distribute
Best it can."

Now, D. Lemma
Where's your goat?
Chest and Council
Get my vote.

PAUL L. BENJAMIN

Social Hygiene Society, Washington, D. C.

Headliners

By AGNES E. MORROW

Monmouth County, N. J., Organization for Social Service

A THOUSAND people on a hot rainy afternoon in early September crowded into the biggest barn of the New Jersey countryside for the annual meeting of the Monmouth County Organization for Social Service. "This," said one of the guests, "is unusual. How do you get so many people out to a meeting of this kind?"

The offhand answer, of course, is that good attendance is the result of headline speakers who have something to say. And, to reverse the shield, headline speakers come because we are able to gather a large and genuinely interested audience.

This year we had two speakers, a popular layman and a professional authority. Certainly many people in our county—considered more or less a Republican stronghold—came because of their interest in Mrs. Franklin D. Roosevelt, looked upon by many as the Democratic white hope for the next First Lady of the Land. Equally those who had a professional or a serious amateur interest in social legislation came to hear what Commissioner Herbert C. Parsons of Massachusetts had to say about probation.

I cannot presume to say of course why Mrs. Roosevelt and Mr. Parsons agreed to speak but I assume that, to a certain extent at least, Mrs. Roosevelt was influenced by the fact that she was visiting one of the few eastern counties where the public-health and social-service program is conducted on a highly organized basis and that Commissioner Parsons was influenced by New Jersey's progressive probation program.

But the fundamental factor in the success of our annual meetings is the genuine proprietary feeling on the part of the residents of the county toward the Organization. Every year just after the first newspaper notice of the annual meeting an old man from a nearby borough comes to the office to pay his annual dues. We never send him a regular renewal notice for we know he'd consider it an insult to his eighty-four-year-old memory. He always reminds me that he was a charter member of the Organization in 1912 and that he has never missed an annual meeting. He always wants to know whether if he comes by bus as far as our office, one of us will give him a lift to the estate of our president where the meeting is held. He always reminisces with me about past meetings. A well informed, well read, simple country farmer, he knows quite well why he liked George E. Vincent's talk two years ago better than the one E. C. Lindeman gave a year or so before that. He recognizes the appeal that Father Duffy of New York had for the crowds who gathered to hear him last year. He and many others enjoyed and commented most intelligently to us on the addresses made in the not-too-distant past by Governor Moore and Governor Larson of New Jersey, by Mrs. Gifford Pinchot, Mrs. O. H. P. Belmont and various county and state officials.

In making plans for the annual meeting Mrs. Lewis S. Thompson, the president, chooses a topic related to public health or social welfare on which our directors and professional staff, with their close contact with county and state official agencies, desire to focus the attention of the county for the succeeding year. For several years in succession the meetings were planned around the need for the welfare house for our old people. Step by step the meetings served to arouse public interest, to report facts, to unite the voices of individuals and of organized groups so that the County Board of Freeholders was publicly supported in the erection of Briar Hill, the first welfare house in the state under the new state poor law.

After the choosing of the topic comes the selection of the speakers. They must be qualified to speak with authority and their names must be well and favorably known to our general public, interested but not too informed on modern social welfare.

Fortunately, because of the personal and official affiliations of the board and staff, lay speakers who meet the requirements are not too difficult to secure. The date, always in the month of September, is fixed with an eye to convenience, weather probabilities and freedom from other large meetings. Publicity begins a month or three weeks in advance. No formal invitations are issued—this is a rule which avoids many hurt feelings—but general announcements are broadcast through newspapers, church meetings and bulletins, by enclosures in all mail from Organization headquarters. This year, because of local membership drives, at least five or six thousand such enclosures went out.

Our Organization has some 13,500 contributors in a county of 150,000 population. Many of these contributors especially in the very rural districts have a strong personal sense of participation in our health and welfare work. Perhaps Mrs. Thompson's beautiful estate and the distinguished speakers we offer are the bait that brings them to the annual meeting, but once there they follow attentively the reports of the work, they applaud the statement that our nursing staff is four times as large as it was four years ago, they collect the literature that we offer, they crowd around the staff and officers to ask questions, and almost visibly pat themselves on the back for the achievements of their community. And our membership flourishes.

Better Times on Hard Times

THESE are parlous times for money-raisers, times which call for hard work and ingenuity and put to the test the soundness of their cause and of their whole program of interpretation. In its first magazine issue under the wing of the Welfare Council, Better Times, organ of New York City social work, has collected the answers of some eighteen money-raisers to the pertinent question, What Has the Depression Taught Me about Money-Raising? About the only point on which all agree is that money-raising in these times is hard work and that the agency which cannot withstand close scrutiny of its purpose and methods cannot expect to survive. There is considerable divergence of opinion on the methods which may be counted on to bring home the bacon. John Price Jones, who has the successful eighteen-million-dollar unemployment relief campaign hanging from his belt, believes that emotionalism must be rationalized by facts. "I feel that the facts of unemployment have raised more money than all the sob stuff ever written." On the contrary Stella Akulin Koenig of the Henry Street Visiting Nurse Service says: "I have found during the year that the letters that seemed to bring in the most money were not those that gave statistics or cold hard facts but were the ones that verged on sob-sister stuff." George Oliver Tamblyn of the firm of Tamblyn and Brown, money-getters in a big way, says that this is no time to try for a large number of small contributions: "The need today is to put new emphasis upon reaching a comparatively small number of the right people for substantial gifts." Victor Manning of the Family Welfare Association of America shares this view on the whole, but Clara S. Capp of Greenwich House says: "I am more than ever convinced that it is healthier for the average project to have the support of a large number of small

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contributors than of a small group of large givers."

G. S. Bilheimer of the Y.M.C.A. says that his big lesson is the need for building up endowment to stabilize income in lean years. Clare M. Tousley of the Charity Organization Society has learned all over again that an active, understanding board and volunteer corps is an agency's best backlog against hard times. It is not the moment, she thinks, to try to get new contributors. Better to concentrate on efforts to hold old friends and induce them to increase their gifts.

Many of the money-raisers comment on increased competition in mail appeals—New York has no community chest and it's every fellow for himself in money-getting. To meet competition for attention Homer Wickenden of the United Hospital Fund has made renewed efforts to personalize appeal letters and to improve the appearance of his printed matter. Says Marjorie Dent Candee of the Seamen's Church Institute: "I have learned that the personal appeal, hand-typed, hand-signed, on good stationery, is no longer a luxury but a necessity."

Working It Out in Canton

THE Family Service Society of Canton, Ohio, was overwhelmed with clients sent to it by change of city relief policy last September, and at the same time character-building organizations were threatened with serious budget cuts because of popular questioning as to why character should be built when stomachs might be empty. J. L. Tuttle, director of the Canton Welfare Federation, cut the Gordian knot by mobilizing fifteen workers from the character-building agencies who gave the equivalent of ten days a week full time to the Family Service Society, under the secretaryship of Blanche D. Beattie. The character-building agencies continued the salaries of their "converted" workers. The Family Service Sociey employed, further, a case supervisor and some additional case workers. Thus, the seekers for relief were given prompt attention; the staff of the Family Service Society was given a reduced load with the help of people who at least knew what social work was about; and the persons who objected to the character-building societies were told that without them the service of relief which was being given could not be supplied; besides which, it may be suspected, some of the character-building workers learned some things about the poor which they had never suspected. They will nev. - be the same again!

Psyching the Office Manager

YOU might try the following principles of administration and questions for self-examination on your office manager or chief clerk or upon yourself. They might fit almost any executive by slight modification based upon the requirements of the particular job. In medical terms they should be taken one dose a month for months ad libitum:

Instructions: Read the statement of principles which precedes each question. If you agree that they are applicable to your own work, answer for yourself the questions which follow each statement, putting after each statement what you think is your own percentage of efficiency in terms of 100 per cent. For example you may think that you are 10 per cent efficient in one respect and 90 per cent in another. Write down frankly what you think is your per cent on each question. At the end of the series of questions add the total number of percentage points and divide by the number of questions (20). That will give you your efficiency in relation to the job. Do this each month and see how much you can improve from month to month.

1. *Freedom from detail*: Do I free myself of detail work turning as much work as necessary over to others, so that I have freedom for planning, scheduling and supervising the work of my staff? .....

2. *Analysis*: Do I analyze the problems which have to be solved into their factors and thus arrive at the real reasons for difficulties and hence at the best ways of solving them?.....

3. *Proportion*: Do I see my job as a whole, and the relationship of each part to every other part, neither over-emphasizing petty details nor losing sight of the main tasks to be done?.....

4. *Planning*: Have I planned my work and that of my employes so that I knew what was to come and how it should be handled, so that jobs would be undertaken in the proper order and by a sufficient number of people to be completed on time?.....

5. *Standard practice*: To what extent have I developed for myself and for those under me routines which will accomplish the work to be done in the easiest, quickest and best way?.....

6. *Mastery of detail*: Have I a thorough knowledge of all of the details of the work for which I am responsible?.....

7. *Supervision*: Do I see that all details of all jobs are properly carried out by those over whom I have supervision?.....

8. *Leadership*: Do I always remember that employes should be led and not driven and maintain in supervision the attitude of teacher rather than of superior officer?.....

9. *Personal system*: Have I kept my own desk in good order and kept a record of tasks assigned to me in such shape that I have omitted nothing, neglected nothing and been an example of orderliness for others?.....

10. *Accuracy*: Have I seen that unnecessary errors are not made by workers under my supervision; and if errors have been made have I undertaken positive methods of preventing them for the future?.....

11. *Persistence*: To what extent have I followed through on all jobs assigned to me until they were satisfactorily completed and kept after all problems which have developed until they were solved?.....

12. *Promptness*: To what extent have I been on time myself, seen that those under me were on time; and carried through all office operations entrusted to me on schedule time?.....

13. *Morale*: To what extent have I developed good spirit, loyalty and willing cooperation on the part of those whose work I direct? Have I asked my staff to do anything which I would not do myself if necessary?.....

14. *Impartiality*: Have I refrained from having any favorites, treating each worker with equal justice?.....

15. *Alertness*: To what extent have I been open to suggestions for improved methods, and looked for these suggestions through conference with others, through reading, through visiting other well-conducted offices and in other ways?.....

16. *Frankness*: To what extent have I been frank and open with my superior officers, discussing with them the problems which have required attention and apprising them of difficulties which have arisen, and been equally frank with my fellow-workers? .....

17. *Cooperativeness*: Have I complied cheerfully and willingly with the requests of executives?.....

18. *Even temper*: Have I accepted suggestions cheerfully and not become angry at criticism or objections of others or at mistakes of those whom I supervise?.....

19. *Imagination*: Do I think chiefly in terms of myself and the work I have to do or do I think in terms of the effect of that work upon the contributors and member agencies of the chest, performing my work so that it will have the best possible effect upon them and hence upon the strength of the chest?.....

20. *Vigor*: Have I gone at my work with energy and enthusiasm, inspiring my employes to a similar attitude?.....

Divide by number of questions—20; present percentage of efficiency on my job.....

Date of this examination..... Next examination due..... Am I adequate for my job as I now am?..... If not, what can I do to make myself adequate for this job?..... If I am adequate for my present job, how can I make myself adequate for a still better job?..... What is that better job?..... How can I get it?.....

Getting Board Members to Work

THE Welfare Fund of Battle Creek, Mich., found out how to get board members of member agencies to work in the campaign, reports its canny English-born secretary, Douglas Croydon. When the recommendations of the budget committee were to be made, the officers and board members of all member agencies of the Fund were invited to attend. Curious as to the fates of their agencies' pet budgetary projects, the invitees attended in pleasingly large numbers. Then, the budgets having been announced and approved, President Marcus Farley suggested that it would be very nice if those who had sponsored the budgets should agree to go out and raise the money for them. Cards for service in the campaign were passed out and signed, then and there. The response was almost 100 per cent, says Croydon.

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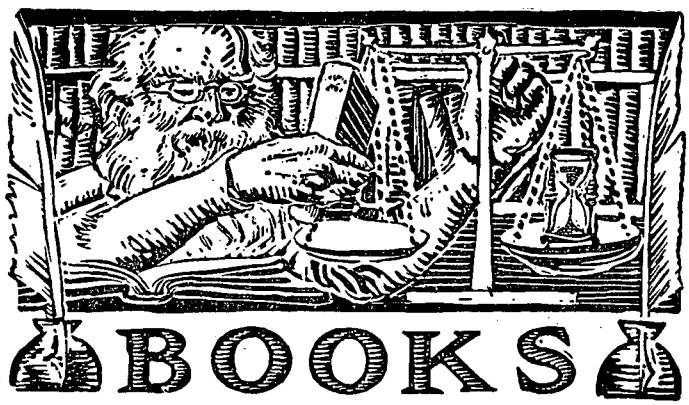

As to Editors on Their Knees

THE CARE AND FEEDING OF ADULTS WITH DOUBTS ABOUT CHILDREN, *by Logan Glendening, M.D. Knopf. 317 pp. Price $2.50 postpaid of The Survey.*

THIS is a good book. It should be read by all adults who have anything the matter with them—by all adults. Read it with two fingers crossed. Read current health literature with four fingers crossed. Read health advertising and listen to the radio—if you simply must do either—with all fingers crossed, all toes crossed, legs crossed. There is no field that needs debunking so much as the Health and Uplift field. This book is a good debunker, containing a modicum of bunk—which means that the author's bunk and the reviewer's bunk do not exactly coincide.

With Dr. Glendening's main ideas to the effect that health is inherently an automatic process; that there is little we can do about it; that each one is more or less healthy in his own way, is more or less a law unto himself; that the habits of the race have biological implications, are not easily uprooted and ought not lightly to be attacked; that proposed reforms—annual health audits, for example—while bolstered by good arguments, may have unexpected disastrous results—with these ideas, the reviewer is in cordial agreement.

With the Birth Control chapter he partly agrees, partly dissents. He agrees that birth control is not the universal panacea some think it to be. He does not agree that everybody knows all that is to be known. Not every one was fortunate in having the back-alley training of Dr. Glendening and the reviewer. He agrees that there is no medical conspiracy regarding this subject. He agrees that there is no proper teaching of it in medical schools. He does not agree that there is no necessity for such teaching.

The reviewer further does not endorse "the thought of the editorial staff of the Survey Graphic on their knees in the dawn praying for birth-control." He acknowledges he does not know these editors, although he is preparing this review for them. He thinks himself safe, however, in asserting that no New York editors pray before ten in the morning. Most likely they pray at the end of the day, when their dirty work is done.

E. P. LYON. M.D.

School of Medicine, University of Minnesota

Prison and Parole

PRISONS OF TOMORROW, *edited by Edwin H. Sutherland and Thorsten Sellin. American Academy of Political and Social Science. 262 pp. Price $2.50 (cloth), $2 (paper) postpaid of The Survey.*

PREDICTION METHODS AND PAROLE, *by George V. Vold. Sociological Press. 138 pp. Price $1.75 postpaid of The Survey.*

COMPETENT administrators and students write sanely about a variety of lively topics in relation to prisons in the first of these two small volumes. Let penologists give architects specifications in terms of what they want their buildings to do and accomplish—and then see what a prison will be like, says the author of the article on prison architecture; he promises surprise. Professor Sutherland discusses the prison as a criminological laboratory. A rather unusual contribution is that on The Attitudes of Prisoners as a Factor in Rehabilitation; we students of crime shout lustily for individualization of treatment, and one prisoner looks at another and says, "That guy committed robbery in the first degree; the parole board lets him out after three years. I committed robbery in the first degree and I'm doin' my fifth year. Do you call that justice?" What he doesn't know is that social treatment, like the physician's prescription, knows no justice. Parole, in time, will be social case work, says Dr. Clair Wilcox. Austin MacCormick describes what education in prisons might be. Many other aspects of prisons are discussed and there are interpretations of penal progress in England, Germany, Belgium, Scandinavia, Italy and Mexico.

The second volume is in many respects the most thorough effort yet made to demonstrate that outcome on parole can be predicted. Earlier efforts were the Burgess study in Illinois and the Glueck study in Massachusetts. Mr. Vold for his purpose has used the records of 1192 men paroled from Minnesota institutions. In the main his conclusions agree with earlier studies, that prediction concerning parole outcome can be reduced to something of the precision of insurance-company calculations—and that the scores of parole boards can be greatly raised if they will discard common sense and embrace scientific analysis in its place. This is one of the most fascinating new fields of study in penology—and some day some parole board is going to put it into operation.

Director of Parole, State of New Jersey

WINTHROP D. LANE

Men of Many Minds

THE JUNGLE OF THE MIND, *by Edgar James Swift. Scribners. 335 pp. Price $2.50 postpaid of The Survey.*

ABNORMAL PSYCHOLOGY, *Its Concepts and Theories, by H. P. Hollingworth. Ronald Press. 572 pp. Price $4.50 postpaid of The Survey.*

PSYCHOLOGY: SCIENCE OR SUPERSTITION? *by Grace Adams. Covici-Friede. 292 pp. Price $2.50 postpaid of The Survey.*

CONTEMPORARY SCHOOLS OF PSYCHOLOGY, *by Robert S. Woodworth, Ph.D., Sc.D. Ronald Press. 219 pp. Price $2.50 postpaid of The Survey.*

ON the principle that a man should never accept a complex explanation until all of the simple ones have been tested and found inadequate, Professor Swift applies his intellectual rapier to pierce many of our intellectual bubbles. In a light and genial manner he applies the psychologist's scientific criteria to many of the cults of our day from astrology to zoology. He holds up to scrutiny such popular ideas as mental healing, psychoanalysis, behaviorism and with malice toward none he differentiates fact from assumption, truth from fallacy.

It is remarkable how the mind of man still craves and accepts the mysterious. The jungle of mental entanglements prevents the inexperienced from seeing the light. Lacking basic knowledge of the power of cold logic and the training in balanced judgments, modern man, despite his vaunted intelligence, finds mystery where ordinary natural laws abound. Professor Swift almost explodes that sad myth that man is a thinking animal. He adduces evidence to show that our rapid development of science has also encouraged the growth and recrudescence of superstition. It is certainly true that the lines between fact and fiction, between the believable and the demonstrable are almost invisible for many people. Our credulity and our too numerous unfounded foibles give little evidence of man's claim to be classified as *homo sapiens*.

This is a delightful volume into which to dip after the fatiguing cares of the day. It should stimulate the reader to make a clearing in the jungles of his mind. Thus may banish the ghosts of superstition that stalk the highways of modern life and literature.

ABNORMAL PSYCHOLOGY is an excellent presentation of a psychologic approach to the problems of disordered human personality. There is a constant rejection of the psychiatric point of view. In fact, that which may be regarded as

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its strength also appears as its weakness in that the author's attitude towards the theories of Freud, Jung, Adler and others of the psychoanalytic type evidences continuous bias, expressed at times without the scientific dignity which one might expect.

It was the purpose of the author to establish a textbook considering the prevailing psychologic concepts, with the definite purpose of illustrating and evaluating them; and finally he proposed to relate the theories to the general body of scientific information concerning mental activity as accepted by him. One is struck by his intellectual honesty and his ready admission of lack of available knowledge and data upon scientific disorders. There is no pretense to knowing what is unknown. There is no acceptance of psychogenetic theories in the absence of scientific demonstration. The viewpoint is that of a psychologist believing that psychology can and should be basically scientific.

Dr. Hollingworth's experience, his careful power of analysis, his full acquaintanceship with the literature and his viewpont as a teacher combine to make this volume useful, while his facile writing adds to its interest and readability. Throughout there is an ample variety of cases offered with interest of illustration rather than as a basis of discussion.

This is a volume much needed to offset many of the wild statements which are being spread as though they represented special insights from the Deity. The psychologist is challenging the psychiatrist—and the challenge cannot be ignored either by those who think or by those who think they think.

DR. ADAMS, a former student of E. B. Titchener, passes in critical review not so much psychology in the abstract as the concrete psychological theories which today abound. Her volume deals mainly with the development of psychology in America which, so far as she is concerned, represents the history of modern psychology. Hence one passes through the ages dominated by James and Münsterberg, Titchener and Hall, to these more restless days of Watson, Adler, Jung, McDougall and Koehler.

This popular discussion merits reading in this day of popularized psychology, when belonging to a school of psychology appears to be more significant than understanding the wide realm of psychological activity. And the genial presentation with its touches of satire and pointed skepticism arrests attention and makes reading a pleasure. A book of this kind might properly be a part of the required reading of students of social work. Dominating instruction with a single line of psychiatric approach leads many students to believe that they have a monopoly of intelligence and knowledge on the subject of libido and motivation. Some believe that mental hygiene and industrial psychology are thoroughly defined and wholly revealed because they accept without question much that parades as fact because it has been dressed up for the parade. Is psychology to deal with facts as science, with fancies, with metaphysical derivatives or with superstitions? For some the answer is yes; for others it is no; probably the great majority are waiting to ascertain.

While the author has not always stressed the positive achievement of the various schools to the satisfaction of their adherents, she has manifested a reasonable degree of objectivity and has examined and presented their theories, claims and accomplishments in an impartial and straightforward manner. It is the type of book that could be useful in breaking down arrogance in psychological theory and should help lay groups to be more careful in emphasizing their beliefs as the quintessence of the absolute.

THE professor of psychology of Columbia University presents a course of lectures entitled A Survey of Contemporary Psychology. In a well balanced study he discusses the schools generally known as the existential school, behaviorism, gestalt psychology, psychoanalysis and purposivism. Each receives an impartial discussion and analysis. While developing their historical backgrounds and developmental progress, he reviews the principal ideas which characterize these schools and raises due and proper queries concerning their meaning, value and possible modifications.

Professor Woodworth is a vigorous supporter of the middle-of-the-road position; he is eclectic in outlook with an open mind for all theories; he insists upon the retention of his own judgments stimulated by a reasonable skepticism directed towards the numerous contemporary but diversely flowing channels of psychological thinking. With profound reasonableness he refuses to surrender to any theory and yet he is commendably fair in his hesitation to pass final judgment upon their worth or to evaluate their probable contributions to human thought and welfare.

His book evidences logical thinking with a friendly, honest, frankly critical attitude, and it manifests his concerned interest in truth rather than in partisanship. He resists ideas that lack the reasonable support of experiment or experience. He seeks to ascertain the rational and defensible foundations of all schools in terms of the sciences, including logic.

This volume was prepared for students and as such has definite values. It possesses a strong appeal for general readers including social workers who desire brief, clear and interesting summaries of the various popular schools of psychology, each one of which usually magnifies its own importance and treats all other schools as though they were presided over by spirits of darkness and evil.

IRA S. WILE, M.D.
New York City

Monopolies Natural and Otherwise

CONCENTRATION IN AMERICAN INDUSTRY, *by Harry W. Laidler. Crowell. 501 pp. Price $3.75 postpaid of The Survey.*

JUST eighteen years ago Professor Simkhovich of Columbia published his Marxism vs. Socialism in which he attempted to tear down the fatalistic theories of Karl Marx and show that "although steam and machinery have certainly favored large scale production yet there has been no such far reaching centralization as the Marxian vision of future economic development presaged." He went on to prove with American and European statistics that the degree of concentration in industry was not so great as to warrant the Socialist becoming excited about the inevitability of Socialism through capitalistic concentration. I. M. Rubinow in a masterly critique of Professor Simkhovich's book indicated that his generalizations were based on antiquated statistics and that the concentration movement was more than a trend even in the available government statistics of 1914.

Dr. Laidler has taken up the story of the concentration movement. He has amassed a remarkable collection of material proving that concentration is now an overwhelming actuality, no longer a debatable tendency. "Six companies are shown as controlling about a third of the total developed water power; eight companies as controlling over three quarters of the anthracite coal reserves—two companies as controlling well over half of the iron ore reserves. The vast network of communications, telephone, telegraph, radio, the railroads and steamship and power industries are all benefiting by concentrating control." From these fields ordinarily known as natural monopolies he traces the concentration movement in distribution, manufactures, finance and agriculture. It is a picture of a colossal umbrella with the ribs of control held in the hands of a few.

Dr. Laidler reiterates the statement that consolidation is preparation for socialization—because he is a Socialist. He is also a scholar, and is aware that there are plans for economic control within the present economic system—that there is a decided conflict between those who believe in a modicum of public regulation of these giant industries, and those who adhere to the philosophy of public ownership. Swope and Young may be paving the way for a planned capitalistic economy, but there is every indication that the checks and restraints of the

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past which have been imposed upon industry have failed to curb the concentration movement, or to safeguard the interests of the humble consumer. Dr. Laidler arrays the facts; he states that this volume is not one of propaganda and yet his simple facts are resounding arguments for social control and ownership. He has made a splendid contribution to the annals of economic Americana.

THERESA WOLFSON
College of the City of New York

Job Analysis of Child-Care

THE SOCIAL WORKER IN CHILD CARE AND PROTECTION, *by Margaretta Williamson. Harpers. 485 pp. Price $2.75 postpaid of The Survey.*

THIS is Volume III in the Job Analysis Series sponsored by the American Association of Social Workers. The two previous volumes dealt with positions in "family, medical and psychiatric social service" and "group work." We are told in Part I of this third volume that it analyzes the duties, responsibilities, relationship, requirements and conditions of work of workers in the four allied fields of service to dependent and neglected children, namely: child-placing, child protection, institutional care, and day-nursery care. Vocational counselling and the prevention and treatment of delinquency are to be discussed in later volumes. It is further stated that while the auspices under which the above four types of service rendered to dependent and neglected children include varieties of both private and public agency; and, while the organizations range from those having no institutions through institutional equipment, still all the jobs which serve these children well are alike in this—that they all "involve social case work, by which a study is made of the individual and his needs in an effort to attain satisfactory relationships in a suitable environment."

The reader is introduced to the actual day's work of each type of worker in actual institutions and agencies in different parts of the country. This information has been gathered from the direct personal testimony of the persons who were doing the work. Furthermore "a preliminary draft of the report was sent to representative persons in each field, to see how faithfully the report portrayed practice throughout the country. The comments and criticisms thus obtained were discussed and incorporated in the final revision of the report."

The reviewer recommends this book to all board members, executives, staff members, and students who want a clear, detailed and honest description of the various phases of work for dependent and neglected children as it is actually being done.

HENRY W. THURSTON
New York School of Social Work

Hard-Hitting Reform

CITIZEN COLE OF CHICAGO, *by Hoyt King. Horder's, Inc., 231 South Jefferson Street, Chicago. 158 pp. Price $1.50 postpaid of The Survey.*

CHICAGO was turning from the glories of its World's Fair White City of 1893 to face the shame of having its spoilsmen entrenched in its city hall when it discovered George E. Cole to be the man to lead the assault against the enemies within the gates. These gangsters were not unopposed in the City Council but the few aldermen who stood out against them were too feebly supported by the unorganized "good" citizens to prevent the city's rights from being sold out to the highest bidders. A Civic Federation had been rallied from the ranks of aroused bankers, trade unionists, business men and the professions, but they lacked a leader for their forlorn hope. They heard of a hitherto little known citizen who had recently shown that he was learning how to beat the spoilsmen in his ward at their own political game. Surprised when asked to lead, he informed the leading citizens that although only "a second-rate business man" he had sworn himself not to decline any civic duty. He therefore accepted on condition that he could pick a group of eleven citizens and an executive secretary for his staff. These dauntless men pioneered the Municipal Voters' League in 1896; it has been effectively operating ever since. Its first victory was hailed by the press as "the first hard-hitting reform movement this town ever saw." And "this man Cole, this terror of a buzz-saw and threshing machine," was proclaimed to be "a rich find."

This background gives significance to this human interest story tersely told by Hoyt King, his intrepid executive secretary. The significance of the story is that it tells of a plain man in the ranks who so lived and practiced citizenship as to develop extraordinary capacity for civic leadership. This is what makes the brief biography an inspiring handbook of citizenship, which led Julius Rosenwald to buy one thousand copies for distribution.

GRAHAM TAYLOR

Research

ESSAYS ON RESEARCH IN THE SOCIAL SCIENCES, *by W. F. G. Swann, W. W. Cook, Charles A. Beard, J. M. Clark, K. N. Llewellyn, Madison Bentley, A. M. Schlesinger, W. F. Ogburn, and W. I. Thomas, Brookings Institution. 194 pp. Price $2.00 postpaid of The Survey.*

SOCIOLOGISTS, economists, political scientists, historians and psychologists have for years been telling the world how scientific they are. Lately they have talked much about research. Occasionally they have analyzed and described procedures which were actually employed in obtaining given results. When they discuss research for the benefit of students, beginners in social research, or of the lay public, supporter of social research, our academic friends sometimes emphasize "assumptions and concepts," sometimes logical processes, sometimes the techniques of collecting and manipulating data, and sometimes possible contributions to human welfare. In general they seem to spend more effort in vaguely "orienting" students and laymen with reference to research than in giving a vivid picture of research as a living process.

Last year the Brookings Institution invited representatives of various social sciences to tell its students what they thought about research, after which the lectures were published. The participants in this symposium had rather little to say about the actual conduct of research. They did discuss the necessity of research for development of the social studies into sciences. They offered definitions, concepts and assumptions. They told what in their opinion politics, economics, law psychology and history can offer to the building of social science. Then Ogburn presented some very practical "considerations in choosing problems of research" and Thomas discussed some forms of "research into behavior as related to the social process."

There is little doubt that the students of the Brookings Institution profited substantially from the lectures now published in book form. It is unlikely that anyone will be the loser for perusing this brief and readable collection. But the initiated will find little that is new; beginners will find other introductions more helpful; and "general" readers will gain from the essays little conception of social research.

Detroit Community Union STUART A. QUEEN

Dynamic Citizenship

AMERICAN CIVIC ANNUAL, 1931. *Edited by Harlean James. American Civic Association. 360 pp. Price $3 postpaid of The Survey.*

THE American Civic Association looms larger than usual this year as a defense army, active on many fronts, quietly combatting the forces that devastate the human environment. This is reflected in its 1931 yearbook which features conspicuously, on the one hand, progress made in the conservation of our still unspoiled outdoor beauty; and on the other hand, advances in the planning of cities with a view to their increased "livableness," present and future.

The more than eighty articles included are organized under four main heads representing undertakings national, regional, statewide, or local in scope. Each article covering some particular phase of the subject reported upon, is written by a specialist in the field—men and women either actively identified or

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otherwise associated with the work. Hence, the book answers specifically all kinds of practical questions about the extent to which national and state park projects have been realized, about policies and progress in regional planning, and the status of city planning in the country as demonstrated in concrete examples. Home conservation, state capitol planning and many other subjects are covered and, as in former years, there is an impressive Who's Who in Civic Achievement.

Roadside improvement, a subject in which the Association has pioneered strongly, is presented in detail in twenty-one articles including a symposium on landscape design work in state highway departments, and another on legal advances in the control of billboards and other roadside encroachments.

That so wide a range of activities should merge into a coherent picture of citizenship intelligently dynamic is due in large part to the creative editorial services of the Association's executive secretary. MARTHA CHANDLER

The American City, New York

Underpinnings of Health

CHILD HEALTH AND THE COMMUNITY: AN INTERPRETATION OF COOPERATIVE EFFORT IN PUBLIC HEALTH, *by Courtenay Dinwiddie. Commonwealth Fund. 88 pp. Price $1 postpaid of The Survey.*

THIS volume gives a brief summary of the experiences and the outcomes of four widely separated Child Health Demonstrations financed by the Commonwealth Fund. It is chiefly noteworthy because of its modesty and clarity of statement, and for the acknowledgment that intermingled with their successes were certain definite failures. One therefore reads the book with confidence, being assured that it is a human document based on human experiences. Mr. Dinwiddie considers that "the application of modern preventive medicine, considered as a health problem, is falling between physicians and public-health workers without being vitally touched by either;" that there is lack of cooperation between various social groups of the average community. He warns that more teamwork will not "automatically produce a maximum of accomplishment with a minimum of friction." He lays down certain principles that must undergird any permanently successful community program of preventive medicine and public health. First, public interest must be paramount; second, the physicians in practice must be trained in preventive medicine and the public must be educated to demand and pay for the application of preventive medicine to their personal health problems. Third, the interest of the general public must have first consideration in the control of communicable diseases, and the health officers should take the responsibility for promoting such control and must assume final authority.

That these measures can be successfully carried out in the average American community seems to be amply proven by the experiences of the Child Health Demonstrations. Not only were deathrates but also the specific deathrates reduced in all the Demonstration areas; effective health education projects were launched in the public schools; the incidence of communicable diseases was greatly reduced; public water and milk supplies were improved; and greatly increased expenditures for public health were voted in all of the cooperating communities.

Sir David Bruce said, "Medicine of the future must change its strategy: instead of awaiting attack, it must assume the offensive." In effect the report would add these words, "with a united front." S. J. CRUMBINE, M.D.

American Child Health Association

Run of the Shelves

BIOLOGY IN HUMAN AFFAIRS, *edited by Edward M. East. Whittlesey House (McGraw-Hill). 399 pp. Price $3.50 postpaid of The Survey.*

A DOZEN articles by men who are leaders in their fields have been gathered together by Professor East to illustrate the ideals, methods and findings of science as it observes man as a thinking, acting, and social being. Professor Frank M. Hankins discusses the social sciences; Dr. Morris Fishbein the frontiers of medicine; Dr. Hugh S. Cumming the outlook of public-health work; while various aspects of psychology are taken up by Joseph Jastrow, Lewis M. Terman and Walter V. Bingham, nutrition by E. V. McCollum, and so on down a distinguished list. Professor East himself writes the introductory chapter on Biology and Human Problems and the chapter on heredity. While the volume is addressed to the general reader, the editor warns that "there has been no insulting attempt to tell nature stories of the type which appeal to immature minds. It is a serious book intended for people who find satisfaction in the disentanglement of the mysteries of the universe in which they live."

SEASONAL VARIATIONS IN EMPLOYMENT IN MANUFACTURING INDUSTRIES, *by J. Parker Bursk. University of Philadelphia Press. 197 pp. Price $2.50 postpaid of The Survey.*

A TECHNICAL study of seasonal unemployment, to determine the presence or absence in a large group of representative industries and to supply quantitative measures of seasonability showing the time and amount of such variations. The study is based on data supplied by the Census of Manufacturers for the years from 1904 to 1925.

STANDARDS OF LIVING. *Proceedings of the Thirteenth American Country Life Conference, Madison, Wis., October 7-10, 1930. University of Chicago Press. 167 pp. Price $2 postpaid of The Survey.*

FARM incomes in 1928, according to the federal Department of Agriculture, were reported as varying from an average of $639 in the South Atlantic states and $1105 in the North Atlantic to $2171 in the West. As it was probably the more progressive farmers who reported, these figures undoubtedly are on the sunny side. What such figures purchase in standards of living was the subject of the meeting whose proceedings are here recorded. Standards of living were interpreted broadly to include not only material possessions but education, religion, health, leisure, art and the other elements that go to make a rural culture.

A MIND THAT WAS DIFFERENT, *by Dow Thompson. Harlow Publishing Company, Oklahoma City, Okla. 117 pp. Price $2 postpaid of The Survey.*

USING a new definition of the terms, Mr. Thompson puts forward the hypothesis that there are two distinct types of minds, introvert and extrovert, and tells autobiographically the experiences that led him to this belief and to a satisfying philosophy of life. Prof. M. V. O'Shea writes the introduction, commending the book as literature and "illuminating and practically helpful to all educational people who are working on the problem of adapting the work of the school to the nature and needs of the individual."

THE COST OF LIVING IN THE UNITED STATES, 1914-1930. *National Industrial Conference Board. 170 pp. Price $3 postpaid of The Survey.*

BRINGING up to date the computations that the National Industrial Conference Board has made annually for a number of years, this study finds that living costs as a whole averaged 3.8 per cent lower in 1930 than in 1929. The greatest declines were found in clothing and food. These and other items entering into family budgets are tabulated in detail for various periods of time and various parts of the country.

THE PROHIBITION EXPERIMENT IN FINLAND, *by John H. Wuorinen. Columbia University Press. 251 pp. Price $3.50 postpaid of The Survey.*

A FACTUAL account, from official sources, of an experiment which parellels closely our own controversies of the past decade, outlining Finland's experience since 1917 in legislation, crime, enforcement and so on.

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COMMUNICATIONS

Now Heaven Help Us

To the Editor: For several years now, with a growing impatience, I have been reading the gossipy little articles on individual social-work problems presented in the Midmonthly Survey, and at last I feel prompted to ask a few questions.

Is it your feeling that people who, under economic or social stress, come into the ken of social workers are necessarily inferiors? If not, why are such people described, in articles about case work, by their first names and with a sort of humorous contempt, while the most pompous and least important social worker whom you may have occasion to mention is treated with formal courtesy? Do you believe that articles of this tone encourage the proper relation between social worker and client—apparently that of Lady Bountiful and happy-go-lucky dependent—or would it perhaps be more desirable to foster a feeling of equality and cooperation between worker and client? Fortunately the subjects of these nasty little essays seldom see them, but don't you think they are unfortunate in bolstering the smugness and condescension of social workers who do?

Of course I realize that The Survey is a social-work magazine and, like any other trade journal, must regard first of all the susceptibilities of its subscribers. But turn about is fair play. If you insist on publishing these intimate essays on the lives of the disinherited, you should once in a while give space to similar consideration of the personalities of social workers. Failure in economic obligations should not be the only passport to intimacy in your pages. You sometimes go deeply into the psychoses of "cases." Social workers have always impressed me as, on the whole, badly integrated and emotionally maladjusted. Why not print analyses of the sexual or homosexual suppressions of Ella F., head of a great settlement house, Jennie G., director of girls' clubs, Willie Q., Community Chester, of the Mussolini complex of Donald X, which costs his agency thousands of dollars yearly, of the police illusion of Esther J., who threatens clients with the law if they refuse to answer her unjustifiable questions, and so on down the line of social misfits who are so frequently to be found in the field of social work? I believe such articles would be a far more wholesome mental diet than the present surplus of matter dealing with the deficiencies and peculiarities of the client. Self-criticism and self-help are real needs for the social worker.

What do you think of this idea? Lydia Altschuler

New York City

Federal Guards and Parole

To the Editor: May I supplement two of the notes on the Social Practice pages of your November Midmonthly? Under the heading, The Rise of a Calling, two interesting and significant projects in the penal field are cited: the course for prison executives conducted by the Harvard Law School and the training school for prison officers in New Jersey. There are several other schools or courses training for prison service: the school for officers in the penal institutions of New York City, which is the pioneer in this country, the United States Training School for Prison Officers, the training courses for guards in the New York State institutions, and the lecture course for guards in the Maryland institutions given last spring. Massachusetts conducted a similar lecture course several years ago.

All guards entering the federal prison service are required to take a four-months' course in the school operated in New York City by the United States Bureau of Prisons. They then remain on probation for an additional eight months. Since it opened in January 1930 the school has graduated 203 guards. The school is socialized in its viewpoint. The course includes daily lectures and recitations on the theory and practice of modern penology, outside reading and the preparation of a thesis, as well as a varied course of physical training and daily tours of duty at Federal Detention Headquarters for practical experience. The standards are rigorous: only thirty-eight of the last class of sixty graduated.

Under the heading Federal Probation Prospers attention is called to the rapid development of the federal probation system during the past fourteen months, but the following statement is made: "Thus the cumulation of probationers makes it appear that the probation procedure is rapidly catching up in numbers with institutional treatment—which is not the fact." Granted that cumulations make statistics misleading, it should be remembered that there are also large cumulations of prisoners in our institutions. It is encouraging, at least, that on October 30, 1931 the number of federal probationers (15,448) exceeded the population of federal institutions (12,798) and also exceeded the number of short-term federal prisoners in county and other local institutions (approximately 11,300). There are now sixty-three federal probation officers as opposed to eight a little more than a year ago. It is true that their case loads are far too heavy, that 36 of the 91 judicial districts are still without probation officers, and that those put on probation represent a minority of all those convicted in federal courts, many of whom receive fines only. Probation is rapidly becoming, however, an effective agency in the federal system.

Austin H. MacCormick

Assistant director, U. S. Bureau of Prisons, Washington, D. C.

Abolish Grade Crossings

To the Editor: Unemployment can be diminished fully one half by the full and highest degree of cooperation with the railroads and our government and the present depression will sink into oblivion. Theorists say "Buy more" and this depression will vanish. May I ask, what are the unemployed going to buy with? Others say that prosperity is just around the corner. May I also ask, how long will it take our hungry, jobless American wage-earners to reach that prosperous corner? Cooperation of railroads and our government will enable the unemployed to buy more and shorten the distance to that corner of prosperity.

Our government and the railroads should immediately start installing overhead and underground crossings at all intersections throughout the country. This would put thousands of men to work at once, and without much red tape. Our railroad corporations display large signs of Safety First, and make long and loud radio statements about the number of people killed and injured at railroad crossings. Little or nothing has been done to prevent this great sacrifice of human life. In the year 1929, 2485 lives were lost and 6804 persons injured at railroad crossings in the United States. This is a crime in any civilized country, and especially in our country where we claim to lead the world in labor-saving devices and production for profit. Overhead and underground crossings of all railroads throughout the United States would save 2485

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lives and prevent 6804 people from being injured each year. In addition to this it would put to work hundreds of thousands of our unemployed and would feed and clothe the many thousands of starving little children that are now dependent upon charity. Our American children are the innocent victims of misery and want. We must face the winter with fear. The crisis is yet to be reached. The suffering from unemployment is increasing with danger.

The overhead and underground crossing movement would start the flow of money in our business circles and increase our consumption. This would start the wheels of industry spinning. We could then buy more and prosperity would return from around the corner. Our purchasing power will return just as soon as our millions of idle workers have jobs that will support the American standard of living. The thousands of men that could be put to work installing crossings would, in a very short time, create a demand upon other industries which would start our mills, shops and factories, the jobless millions would soon be at work again, and America would really have prosperity.

Let us put forth some action and we will not have millions of honest wage-earners and starving little children fed by charity.

SAMUEL PASCOE
President District 30,
United Mine Workers of America, Ashland, Ky.

Nurse Plus Psychiatric Worker

TO THE EDITOR: I have read with interest the article in your issue for December 15th, entitled Nurse Plus Psychiatric Worker, by Elizabeth G. Fox, R.N., and have discussed its contents with my staff of hospital social-service workers as well as with an expert psychologist familiar with work in hospitals. We concluded that certain statements in this article were likely, as is the case with all generalized statements, to sow the seed of an unfair idea of our student-nurse group.

Granted that in every profession there are plenty of individuals who lack those qualities of judgment and wisdom that make for leadership of the best sort, it yet seems to us that Miss Fox unduly stresses the nurse group. So far from the student-nurse training crushing curiosity and power of observation, these qualities are often developed by responsibilities which must be taken by meeting emergencies in the operating room, night duty and in supervising hospital wards. We raise the question whether any amount of training can turn a woman temperamentally unfit into a good nurse, executive or teacher; nor can any amount of such training spoil one who is temperamentally equipped. Training alone can never create her. What Miss Fox, in her surrender to the idea of absolute value in the psychiatric worker, fails to see, is that the same thing is as true of one as of the other.

In my own long experience I have had close association with the student nurses as they are received in our Social Service Department in order to learn something of the background and environment of the patients. I am glad to say that the woman lacking power of observation and initiative is the exception.

Of course we all agree that the student nurse, like everyone else, should know as much as possible about good Mental Hygiene.

HANNAH L. JOSEPHI
Director Social Service Department,
New York Hospital

The Garrulous Mr. Rogers

TO THE EDITOR: Please let me thank you for your article by Will Rogers [in the November Midmonthly]. Always thought an article of over one hundred words by him would be impossible. Enjoyed Mrs. Springer's article too. Splendid magazine.

CLARA TAYLOR
New York City

DEBATE

Debate! SHALL WE DISARM?

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vs.

GENERAL SMEDLEY D. **BUTLER** Says NO!

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NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 331 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 1133 Broadway, New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

Health

AMERICAN BIRTH CONTROL LEAGUE INC.—Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

AMERICAN SOCIAL HYGIENE ASSOCIATION—450 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. C. M. Hincks, general director; Clifford W. Beers, secretary; 450 Seventh Avenue, New York City. Pamphlets on mental hygiene, child guidance, mental disease, mental defect, psychiatric social work and other related topics. Catalogue of publications sent on request. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $1.00 a year.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—450 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *Public Health Nursing.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 450 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

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Official Publication: The Jewish Woman.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—C. M. Bookman, president, Cincinnati; Howard R. Knight, secretary, 82 N. High Street, Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-ninth annual convention of the Conference will be held in Philadelphia, May 15-21, 1932. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

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Is your organization listed in the Survey's Directory of Social Agencies? If not— why not?

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GOSSIP: of People and Things

Why Publicitors Go Mad

AND now comes the real story of the poor little boy who went to unemployment relief headquarters, handed over his bedraggled pup and said: "If you would take and sell him to some rich kid, would it help any?" It made a most effective cartoon (see The Survey for November 15, p. 200). But Grover Whalen, ex-police-commissioner of New York, who had the idea in the first place, was just bound to make a talkie of it. No proper boy and dog belonging to each other could be found. But finally the publicity scouts brought in a wistful looking ragamuffin and a motheaten dog who were dully introduced to each other and cast for the parts. The boy was willing enough to learn his lines and do everything except agree to the name, Snip, which Mr. Whalen wanted for the dog. He insisted on Daisy; wouldn't budge; and although it wasn't that kind of dog, Mr. Whalen finally had to give in. After long rehearsals both boy and Daisy were letter perfect, the talkie men were called in and began to crank their machine. Whereupon the kid got a bad case of stage fright and bleated into the mike: "Please Mr. Daisy, if you would take my dog Whalen—"

JUDGE JOSEPH BUFFINGTON of the Federal Circuit bench pays a tribute to the late Charles C. Cooper of Kingsley House, Pittsburgh, in the annual report of the Association just from the press. And in doing so tells a story which may be suggestive to others who feel the loss of someone who has put his life into the social quest. Judge Buffington pictures a little schoolroom in a mission in China. "A hundred children, each with a small unlighted candle in his or her hand, gather in front of a chancel. The teacher holds in her hand a lighted candle and as she goes around the group she lights each one of those hundred unlighted tapers, saying: 'As one lighted candle may give light to a hundred candles that touch its flame, so may our lives, aflame with love, pass on the light of love to all they touch.' And the children reply: 'We have lighted our candles and we pledge our hearts this coming week to love and kindness and helpfulness to all we touch.' Charlie Cooper held, yes still holds, the lighted candle. We grope yearningly, possibly helplessly, in the dark, but catching from his lighted candle the flame he passes on."

A Cut by Any Other Name . . .

SOCIAL workers in Detroit, by their pledges to the Community Fund, made a voluntary cut in their salaries ranging up to 6 per cent. A schedule of pledges was worked out by the social-work executives without suggestion or recommendation from outside and was passed on to the staffs of the Fund agencies. "I personally thought the schedule too high," says Percival Dodge, secretary of the Fund, "but evidently the social workers did not think so for in many instances their pledges exceeded the schedule." The schedule was as follows:

Under $600 annually	½	per cent
$600 to $1800	1	" "
$1800 to $2500	2	" "
$2500 to $3000	3	" "
$3000 to $5000	5	" "
$5000 and over	6	" "

The result of this self-levy was a jump in social-worker contributions to the fund from $20,000 last year to $75,000 this year.

St. Louis had no regular schedule for contributions, but with conscience as their guide the social workers pledged $2513 compared with $1716 last year and $1245 two years ago.

Nurses Take Notice

MAMIE F. GLASSBURNER, a Survey subscriber in Des Moines, Iowa, in the midst of a delightful letter on her most recent trip to Honolulu, has the following passage: "Once on shore, after running the gauntlet of an army of importunate taxi-drivers, we finally yielded to the preseverance of a young American woman. To be strictly accurate, one should say, 'A *mainland* American,' for of course the others were all Americans too, speaking charmingly pure English, though their faces showed many shades of color and varying racial characteristics. The aforesaid young woman followed us several blocks. She is an ex-nurse, trained in Wesley Hospital in Chicago, who came out to the islands for her health and took to taxi-driving to keep in the open. She proved an excellent guide and answered all of our questions without hesitation, though we afterward found that some of her answers had been more prompt than accurate!"

THE NEW YORK State Department of Health has drafted Dr. Don M. Griswold of Iowa, recently with the Committee on the Costs of Medical Care, for the consulting staff of the Division on Communicable Diseases, and Dr. Alfred J. Roach of Wisconsin for supervisor of its tuberculosis hospitals.

HENRY M. BAKER has returned to the American Red Cross fold as assistant director of disaster relief after a year's flier with the Curtis Aircraft Corporation. John D. Cremer, Jr., who has been on the disaster relief staff in Washington, is now executive director of the Cleveland chapter.

OMAHA has given up Ralph J. Reed, director of the Community Chest, to Portland, Ore., to head the reorganized chest of that city. Philip L. Ketchum, for the past two years executive secretary of the Family Welfare Association, takes the chest job in Omaha while Howard M. Slutes of Johnstown, Pa., succeeds him with the Association.

THE NEW JERSEY State Conference of Social Work, at its recent meeting in Trenton, promoted Mrs. William A. Barstow of West Orange from first vice-president to president, and Odessa Gibson of Newark from second to first vice. John O. Walker of Fairlawn is the new second vice. New members of the board are: Mrs. John Hawes of Ridgewood, Helen Hill of Vineland and Dr. Ellen C. Potter, T. Lester Swander and Henry W. Thurston of Montclair.

NEW officers of the Colorado State Conference of Social Work are: president, Prof. W. Lewis Abbott, Colorado Springs; vice-president, Helen Burke, Denver; treasurer, Platt R. Lawton, Denver; secretary, Regina L. Cohn, Colorado Springs.

AT the annual meeting of the board of incorporators of the American Red Cross five vacancies, occasioned by death, were filled by election. New members are: Newton D. Baker, Cleveland; Frank T. Heffelfinger, Minneapolis; J. Franklin MacFadden, Philadelphia; John W. Morey, Denver, and Mrs. Thomas Potter, Jr., Philadelphia.

DR. B. FRANKLIN ROYER has resigned as medical director of the National Society for the Prevention of Blindness.

THEY'VE shifted editorial chairs at the office of The Journal of Social Hygiene. Jean B. Pinney of the Division of Public Information moves into the managing editor's seat and Doris G. Chandler into that of the assistant editor. Dr. William F. Snow continues as editorial consultant.

Stop Him if You've Heard It

FRANK BANE, Virginia's commissioner of public welfare, now doing a tour of duty in Washington with the American Association of Public Welfare Officials, is responsible for this one. Visiting a state hospital he noticed a farmer with a wagonload of truck driving through the grounds. A patient called out an affable greeting:

"Hello, stranger, how are yuh?"

The farmer pulled up his team and returned the salutation.

"You're a farmer, ain't yuh?" was the next sagacious query from the patient.

The farmer allowed that he was.

"I used to be a farmer once," said the guest of the state.

"Did yuh?"

"Yes. Say stranger, did yuh ever try bein' crazy?"

The farmer never had, and started to move on.

"Well, you oughta try it," was the ex-farmer's parting shot. "It beats farmin' all hollow."

THE NAME of the late Dr. Herman M. Biggs will be perpetuated in the first of New York's district state hospitals for the care of the tuberculous. The Herman M. Biggs Hospital, plans for which are nearing completion, will be located near Ithaca. Sites have been acquired by the State Department of Health for three additional district hospitals.

RECENT new incumbents of important nursing jobs include Ruth Hay, assistant professor of nursing at Vanderbilt University; Mary Elizabeth McKey, assistant supervisor of nurses, U. S. Office of Indian Affairs; and Nena Mullings, health edu-

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cator for the Buffalo, N. Y., Tuberculosis Association. Jean Pauline Egbert of the School of Nursing of the General Hospital, Rochester, N. Y., who has had much foreign nursing experience, has been appointed assistant editor of The International Nursing Review published in Geneva. Marion Stanley Doane, also with much foreign service to her credit, is now on the faculty of the School of Nursing of the American Hospital, Istanbul.

There Comes a Time

THE OMAHA Community Chest will stand just so much and no more. For years a wealthy business man with an income well over a hundred thousand, so his neighbors say, has persistently contributed $50 to the chest, $50 and no more. Every effort to induce him to increase his contribution to a figure more commensurate with his means has failed. "Take it or leave it," was his attitude. This year with its goal neatly in the bag the Chest decided to leave it. With a witheringly polite letter W. C. Fraser, president of the Chest, and J. N. Sherman, campaign chairman, returned the pledge "since it is evident that you really do not want to give and are out of harmony with this movement."

RAY BRANION, formerly manager of the Pacific Branch of the Red Cross, has returned to California to direct unemployment relief in Santa Barbara.

IT CAME to the Red Cross from Bill Smith who tends the lawn around the City Hall in Waco, Texas. "Thought you was workin' these days," said one lounger to another. "Not now I ain't. I've jined the Red Cross."

FOR its fifth institute for institutional personnel the New York School of Social Work offers a month, February 1 to 28, of correlated experience including discussions, field observations, lectures and individual conferences with eminent leaders. For full information address Leonard W. Mayo, 122 East 22 Street, New York.

THE JUDGE BAKER Foundation Guidance Center for Childhood and Youth has moved into its own home at 38½ Beacon Street, a fine old residence in the best Boston tradition, remodeled to meet the new needs.

JULIA C. LATHROP has resigned as an assessor member of the Advisory Committee on Child Welfare of the League of Nations to which she was appointed in 1926. The members of this committee are the official representatives appointed by governments. The assessors represent private organizations.

MARGARET NAIRN has resigned as executive secretary of the Canadian Association of Social Workers. Her place will not be filled until the biennial meeting in Winnipeg next spring, the work meantime being carried on largely by volunteers.

ST. LOUIS is losing for six months the executive director of its Neighborhood Association, J. A. Wolf, who has been awarded an Oberlaender Trust fellowship for study and research in Germany and Austria. Mr. Wolf is particularly interested in housing and its relation to recreation and the activities of youth. He recently finished an exhaustive study of recreational facilities in St. Louis for the Chamber of Commerce.

FRIENDS of Judge Ben B. Lindsey will be glad to know that he has opened a law office at 649 South Olive Street, Los Angeles. Colorado no less than Iowa will hereafter be associated with the human crucible which is southern California.

THE California Bureau of Juvenile Research has moved from the Whittier School to Los Angeles near the campus of the University of Southern California and has extended its scope to include clinical work and consultant service in all the institutions of the state where there are children. An expanded research program will be carried on in cooperation with the graduate school of the university. A large increase in the Bureau's appropriation has made the change possible.

Told to the Nurse

"MY run-down nerves has given me a broke-down stummick."

"No'm, the children ain't had no T.A.T. They ain't had nothin' 'tagious."

"I tole that doctor I was terrible nervous, an' he sez 'No you ain't, you'se jes' an ole anaesthetic.'"

"When the doctor examined me the nurse stittilized everything."

"You cause me nothin' but worryation, you have no symmetry for me, nothin', nothin' but pergacy 'gainst me."

"When I had the lump so bad the doctor examined me but he didn't use the ear phones on me." *A.I.C.P. Bulletin*

WHILE continuing his work as executive secretary of the Commission on Interracial Cooperation, Will W. Alexander of Atlanta has accepted the position of acting president of the new Dillard University in New Orleans. Dillard University was formed by a recent agreement between New Orleans University, Straight College and the Flint Goodridge Hospital. It is named for J. H. Dillard, former president of the Jeans and Slater Funds, and will, it is anticipated, become a Negro educational center comparable to Howard and Fiske Universities.

THEY didn't wait in Toledo for a good man to die to resolute formal appreciation of his community service. Wendell Johnson, executive secretary of the Social Service Federation, was the recipient recently of an illuminated parchment setting forth "what he has done for Toledo," offered as "a tribute in gratitude" by fifty of his fellow-citizens, including the mayor and the Catholic bishop.

EDWARD T. DEVINE has taken his skill and experience in emergency relief work to Nassau County, New York, where he is directing the Emergency Work Bureau allied with the State Temporary Emergency Relief Administration. Wayne D. Heydecker, secretary of the Regional Plan Association of New York, has been loaned to the Westchester County Relief Committee for similar service.

GORDON LOCKWOOD BERRY, assistant director of the Institute of International Education and a member of various committees affiliated with the League of Nations and the International Labor Office, has been appointed secretary-general of the League of Red Cross Societies with headquarters in Paris. Col. Ernest P. Bicknell, who has recently been acting secretary-general, is returning to America.

Award to Cleveland

"IN recognition of its broad services in furthering the movement of adult education in Cleveland . . . " the Adult Education Association of that city has been honored with the Charles Eisenman Award, established in memory of the late Charles Eisenman. This is the second time that the award, which carries a cash prize of $1000, has fallen to Cleveland. Last year it went to the late Samuel Mather in recognition of his service to the Community Fund. The award was accepted for the Association by its president, Newton D. Baker. The Adult Education Association, now in its seventh year, is affiliated with Cleveland College, the extension arm of Western Reserve University. It has a membership of six hundred and in the course of a year gathers into its various conferences, institutes and meetings some twelve thousand people.

DR. ANDREE COURTHEIL, psychologist of the Girl's Bureau, Cleveland, has been appointed research psychologist of the Jean Rousseau Institute, University of Geneva, Switzerland.

TO BROADCAST not the stutterer, but the means of relieving his troubles, August Heckscher has provided a new home for the National Hospital for Speech Disorders in the Heckscher Foundation Building, Fifth Avenue and 104 Street, New York City. In its new quarters the hospital will have facilities for its diagnostic and other clinic services under the direction of the founder, Dr. James S. Greene, and also for lectures and training courses for physicians, teachers, parents and social workers. Through these it is hoped to spread to places far from New York the methods that the hospital has proved successful in its work with people suffering from speech disorders.

JOHN S. BRADWAY, legal aid expert extraordinary, is director of the new Legal Aid Clinic functioning as part of the Duke University Law School. The jurisdiction of the clinic is limited to applicants who cannot afford a fee and to cases from which there is no opportunity for securing a fee.

NURSES' examination papers, says Mary Roberts of The American Journal of Nursing, yield a perennial crop of boners. "Who founded and occupied the first chair of nursing?" was the question. Out of the haze of the student's mind came the answer, "Florence Nightingale found it and sat in it herself."

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